

**Little River Band of Ottawa Indians**



**Aki Community Center  
Manistee, Michigan 49660**

**Elders Monthly Meeting**

**November 4/5, 2023**

**Elders Conference**

**Roll Call: Saturday Monthly meeting**

**Quorum: All Present Time started: 10:20 am**

Jessica Steinberg-here	Chuck Fisher-here	Sandy Mezeske-here
Dale Chandler-here	Marcella Leusby-here	

**Quorum: 4--0-0-0**

**Guests:** Larry Romanelli, Tammy Burmiester, Gary Dipiazza, Pam Johnson, Mark Dougher, Chuck Fisher- Grant Writer's, Jay Sam, Pat Wilson, Linda Hook, 44 North Elders Insurance

**Approval of Agenda:** Sandy made motion to approved the agenda, Marcella seconded. All approved

Jessica Steinberg-yes	Chuck Fisher-yes	Sandy Mezeske-yes
Dale Chandler-yes	Marcella Leusby-yes	

**Quorum: 4--0-0-0**

**Approval of Minutes:** Sandy made motion to approved October minutes, with corrections, Dale seconded. All approved.

**Corrections made to August minutes.**

Jessica Steinberg-yes	Chuck Fisher-yes	Sandy Mezeske-yes
Dale Chandler-yes	Marcella Leusby-yes	

**Quorum: 4--0-0-0**

**1.Old Business:** None

## **2. New Business:**

*November 4*

*Conference started at 10:20 am., the Chairperson welcomed everyone to the Conference. The theme for this years Conference was called "Strengthening our Future on Foundations of Wisdom. The overall purpose of the Conference was for the Elders to come together for ideas on how we can strengthen our group and do better things for our people and for the elders.*

*Day 1: Welcoming and open remarks. The Chairperson went over the purpose of this year's meeting. The visions we want to see on strengthening our people and the elders, and bringing the Elders and the tribal members together. And how we plan on accomplishing those goals.*

*First roundtable discussion was on past ideas and how we could change those old ideas and make them stronger. Then a brief overview of how grants can help with the strategic planning.*

*After lunch the visioning sessions begin.*

*November 5*

*Elder's involvement/Ideas for Strategic Plans-Children*

- 1. Bring in the next generation-the Tribal children*
- 2. Have language classes just for them*
- 3. Summertime camps: to teach them the plants and their medicinal purposes. Learn the 7 Grandfather teachings, have the elders come in and have talk sessions with the youths.*
- 4. Have them become more involved in the tribe: Start a Tribal Cadet program with our tribal police department. Do a Youth Job Placement program-bring teens in parttime, for job experience a few hours a week in the different departments of the tribe and pay them minimal wage. Help with finding them summer jobs.*
- 5. Have a summer camp for the younger members.*
- 6. Give our descendants hunting and fishing rights.*
- 7. Start a family parenting program – involves all family members*
- 8. Have an Elders/Youth Council board to work with Council and the Ogema*
- 9. Start a Big Brother/Big Sister Program.*

*Other ideas the Elders brought forth:*

- 1. Give the Currants and the Rapid news back to the Omega's department*
- 2. Make all voting districts the same*
- 3. Raise all our children to learn they are all part of the tribe*
- 4. Involve our children more in the tribe*
- 5. Be able to mail out the Currants to tribal members. Not all members have excess to the internet or know how to work with the internet.*
- 6. Need to heal the division of the tribe and bring us back. We all share a common bond and we all have the same dreams for the tribe and our next generation.*
- 7. Change the blood quorum so our next generation can come in.*

8. Elders want the enrollment audit shut down. There's no need for one.
  9. Employees and Council need to be present at work.
  10. Better pay for our employees
  11. Start a school for trades programs for our tribal members and youth
  12. Agri- business: start an agricultural program in farming and raising animals to produce, process, and distribute farm products to local businesses and stores.
  13. Start a sawmill to produce lumber area builders
  14. Start a Construction company-need more housing
  15. Start the daycare
  16. Put businesses in Muskegon
- These were ideas the elders gave to maybe give ideas of increasing the tribe's revenue and giving tribal members jobs.*

**3. Public Comment:** above

**4. Meeting Adjourned:** Dale made motion to close meeting, Sandy seconded, all approved. Meeting closed at 2:45 pm November 5.

**5. Next Meeting:** December 2, 2023

Elder Secretary

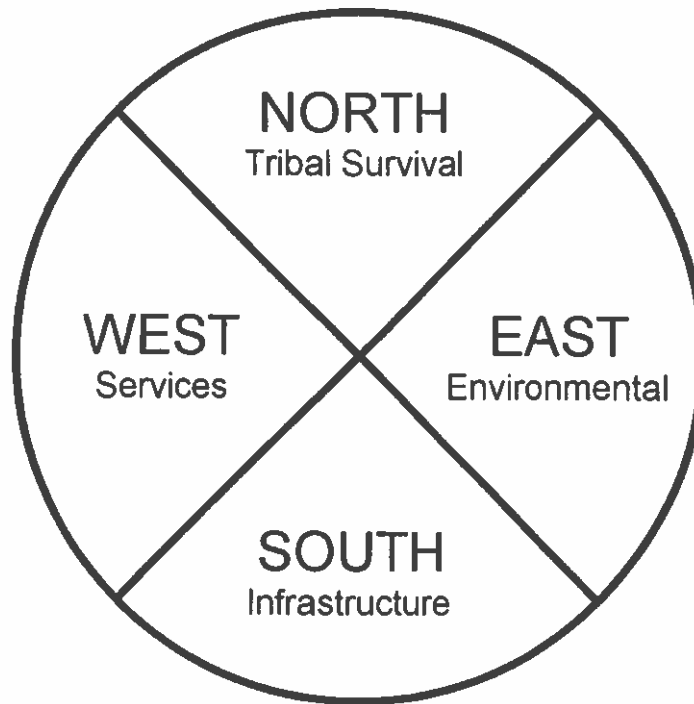


Marcella Leusby



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

## Grants Strategy 2023: Setting Directions and Goals



## 2023 Grant Strategy

More than twenty years after the initial Grant Strategy, looking at how the Tribe can identify and apply for grants more strategically was the spotlight of a recent effort to devise a new Grant Strategy. In March 2023 the first of two sessions were held with the Tribe's departmental directors and other key staff. At the initial meeting, directors met to brainstorm and identify projects and programs that may be suitable for grant-funded support. After the initial session, participants were asked to identify up to three priorities for grants, which included filling out a form that allowed for each participant to detail and justify their recommendations (See Grant Priority Form in Appendix). This took place during the month of April via email.

At the second director's meeting, held in May, the departmental directors reviewed and discussed the merits of each grant priority submitted after the initial meeting in March, and then determined which of the four categories of the Medicine Wheel each grant idea belonged: Environmental, Infrastructure, Services, and Tribal Survival. These four categories were retained from the 2002 Grant Strategy, given their application to the ideas generated. The next step involved ranking the priorities for each category. During the month of June, the directors submitted their ranking of all of the priorities within each of the four categories. This was also done by email. Their votes were scored and finalized, resulting in the list provided on pages 4-9 of this document. You will note that the ranking and score for each grant idea is included on the following pages.

The result of their collective input and insight is detailed in this *draft* document. Upon review and if approved by the Ogema and Tribal Council, the 2023 Grants Strategy can serve to prioritize grant development efforts over the next three to five years.

## Proposed Grant Strategy 2023

<u>Environmental</u>		
<i>“Located in the East on the Medicine Wheel, it represents those issues that protect the earth and the quality of our lands and purity of our air and water.”</i>		
<u>Ran k</u>	<u>Score</u>	<u>Description</u>
1	26	To install a solar microgrid to reduce electrical costs for the tribe, promote energy independence, and help to reduce greenhouse gases.
2	23	To continue providing water quality assessment in order to promote improved water quality for fish, aquatic and wildlife habitat.
3	20	To continue the rehabilitation of Native aquatic and plant species, including wild rice beds for tribal member harvesting. Continue to control and prevent the proliferation of exotic species from further impacting the biological integrity of the ceded territories.
4	17	To install a headworks upgrade and vac truck splash pad for the Wastewater Treatment Plant. The Plant cannot handle the grit flow into existing headworks. The splash pad will allow water to be drained naturally. These upgrades will extend the life of the treatment plant and reduce staff contact with wastewater.
5	14	To continue providing air quality monitoring in order to promote environmental health.
5	14	To provide green housing projects (active/passive solar, geothermal, etc.) at AKI, including retrofitting existing homes.

		Court cases. This would involve the expansion of the current Justice Center to create adequate spaces to accommodate these needs.
7	27	To construct and equip a supplemental health facility in Manistee and Muskegon to provide urgent care, optical, and/or dental services.
8	21	To expand water/wastewater and utility infrastructure at AKI including planning for further expansion of AKI (onto Wisner property) to include green housing projects in combination with affordable housing.
9	5	To provide more suitable office facilities (either new or renovated facility) for the Victim Services Program that will improve confidentiality and ensure client safety.
10	4	To construct an office expansion and garage addition for the Wastewater Treatment Plant to provide for needed storage and staffing needs.

		with first month's rent, damage deposit, accessing utilities, as well as finding affordable and decent housing.
<b>10</b>	<b>35</b>	To upgrade the current body camera system utilized by Public Safety in order to be compliant with legislative requirements and reduce liability issues during police contacts.
<b>11</b>	<b>33</b>	To provide Diabetes Mellitus training and treatment/services in Manistee and Muskegon.
<b>12</b>	<b>25</b>	To construct a Fire Department and Emergency Medical Services building
<b>13</b>	<b>20</b>	To provide training for Accounting, Purchasing, and Payroll staff in grant administration and budget administration to assist employees in staying current on periodic changes in grant, budget, purchasing, and audit standards.
<b>14</b>	<b>12</b>	To secure another Highway Safety Grant to provide funding for toddler and school-age children car seats. This has previously been a successful program that provides for a safety seat demonstration, installation, and proper car seat.
<b>15</b>	<b>11</b>	To fund an additional police officer that will be assigned to a task force that will aid in the reduction of drugs and associated crimes (theft, home invasion, etc.) in the three county area of Manistee, Mason and Oceana Counties.
<b>16</b>	<b>8</b>	To provide compensation for court-appointed attorneys and special visiting judges at a higher rate than are currently budgeted.
<b>16</b>	<b>8</b>	To provide seasonal tax preparation and tax advice to our members, with highest priority to our elders. Many standard tax preparers are unaware of the special filing situations for tribal members who often then miss out on eligible credits.



<b>9</b>	<b>16</b>	To continue to identify and protect species of cultural importance found on/in Tribal lands, and in the 1836/1855 Reservation boundaries.
<b>10</b>	<b>10</b>	To continue to promote Native spirituality in order to help reduce family violence and dysfunction.

## Appendix

### Grant Priority Form

<b>Name:</b>
<b>Title:</b>
<b>Department:</b>
(Circle One): <b>Priority #:</b> 1       2       3
<b>1. Please identify and briefly describe your grant priority.</b>  (Circle One): <b>Capacity-building</b> <b>Direct Service</b> <b>Other</b>
<b>2. What opportunity, challenge, issue or need does this program address?</b>
<b>3. Who do you think would administer this program? (position &amp; department)</b>
<b>4. Provide an estimate for the total program cost (\$).</b>
<b>5. How long will it take to accomplish this program, or will it be an ongoing activity?</b>
<b>6. Who is the target population that will be served by this program?</b> (For example: infants, youth, young parents, elders, all tribal citizens, etc.)
<b>7. How will this program benefit the Tribal community, or target population?</b>

All aspects of the wheel touch and influence all other parts. Priorities can be linked, or separated as needed/desired. Only in each area are the ranks important, as each category is the same as the next. Like a pond, no matter where a ripple begins, it will touch all the other areas. Miigwetch

# GaaChing Ziibi Daawaa Anishinaabek Little River Band of Ottawa Indians 2023 Strategic Plan



## Meaning of Seal:

The winding river and pine tree depicted on the Seal of Tribe honor the riverine and woodland traditions and history of the Little River Ottawa people. The two (2) adult eagles represent the balance and different strengths brought to the Tribe's families and community by the male and female, as well as ones who bring our people's prayers to the Creator. The circle with the four sacred colors represents the balance of life: the four races of people, the four periods of our lifetimes, the four seasons of nature, etc. The nine feathers represent the nine historic Grand River Ottawa Bands, from whom the members of the Tribe descend.

# GaaChing Ziibi Daawaa Anishinaabek Little River Band of Ottawa Indians 2023 Strategic Plan

## Legislative History:

The Legislative Branch of Little River Band of Ottawa Indians Tribal Council is comprised of nine (9) enrolled members of the band. The adult members of the LRBOI elect members of the Tribal Council for four-year terms. Once elected by the membership, Tribal Council selects a Speaker and a Recorder. Tribal Council also oversees several Tribal Legislative Commissions, Communications and the Office of Business and Accounting Departments.

## Little River Band Legislative Branch Vision Statement:

The Little River Band of Ottawa Indians (LRBOI) Legislative Vision is to strengthen and revitalize our tribal existence by exercising our sovereignty while enhancing the wellbeing of our tribal members. Create sustainable and diverse economic growth for our nation to improve the lives of our tribal members.

## Guiding Principles~ 7 Grandfather Teachings

Wisdom~ Nbwaakaawin To know of these is to know truth.

Love~ Zaagidwin To know love is to know peace.

Respect~ Mnaadendimowin To honor all of creation is to have respect.

Bravery~ Aakwade'ewin To face life with courage is to know bravery.

Honesty/Generosity~ Gwekwaadiziwin /Gizhewaadizi To walk through life with Integrity is to know honesty. Help others around you.

Humility~ Dbaadendiziwin To accept yourself as a sacred part of creation is to know humility.

Truth~ Debwewin To know of these things is to know truth.

# GaaChing Ziibi Daawaa Anishinaabek Little River Band of Ottawa Indians 2023 Strategic Plan

## Executive Priorities

- Review and recommend uses for the Muskegon Property/Casino Plans and discuss how we can move forward.
- Ensure the Constitution and Regulations are being followed on a regular basis.
- Revamp the Organizational Chart to ensure every position is needed and every need for a position is filled. In doing so, we also want to evaluate the wage scales and duties of each position to ensure each employee is being paid fairly.
- Reopen the day care portion of the Next Generation Learning Center. There is a tremendous need by tribal members and employees for a day care service. We understand that it may be better to separate the childcare from the learning portion, as we then will not need to employ as many teacher level staff and can do the cultural learning separately.
- Longer term,
- Long Term Plan for keeping IT /Face book up to date, a larger more inclusive plan to assist the three branches.
- Look at the forming documents of the EDC LRH to ensure they comply with our Constitution.
- Look at the best way to utilize tribal dollars to assist the most TMs along with TC, ARPA, Grant and Tribal dollars.
- Work to Complete the Cemetery Project
- Continue to protect sovereignty and treaty rights.

## Judicial Priorities

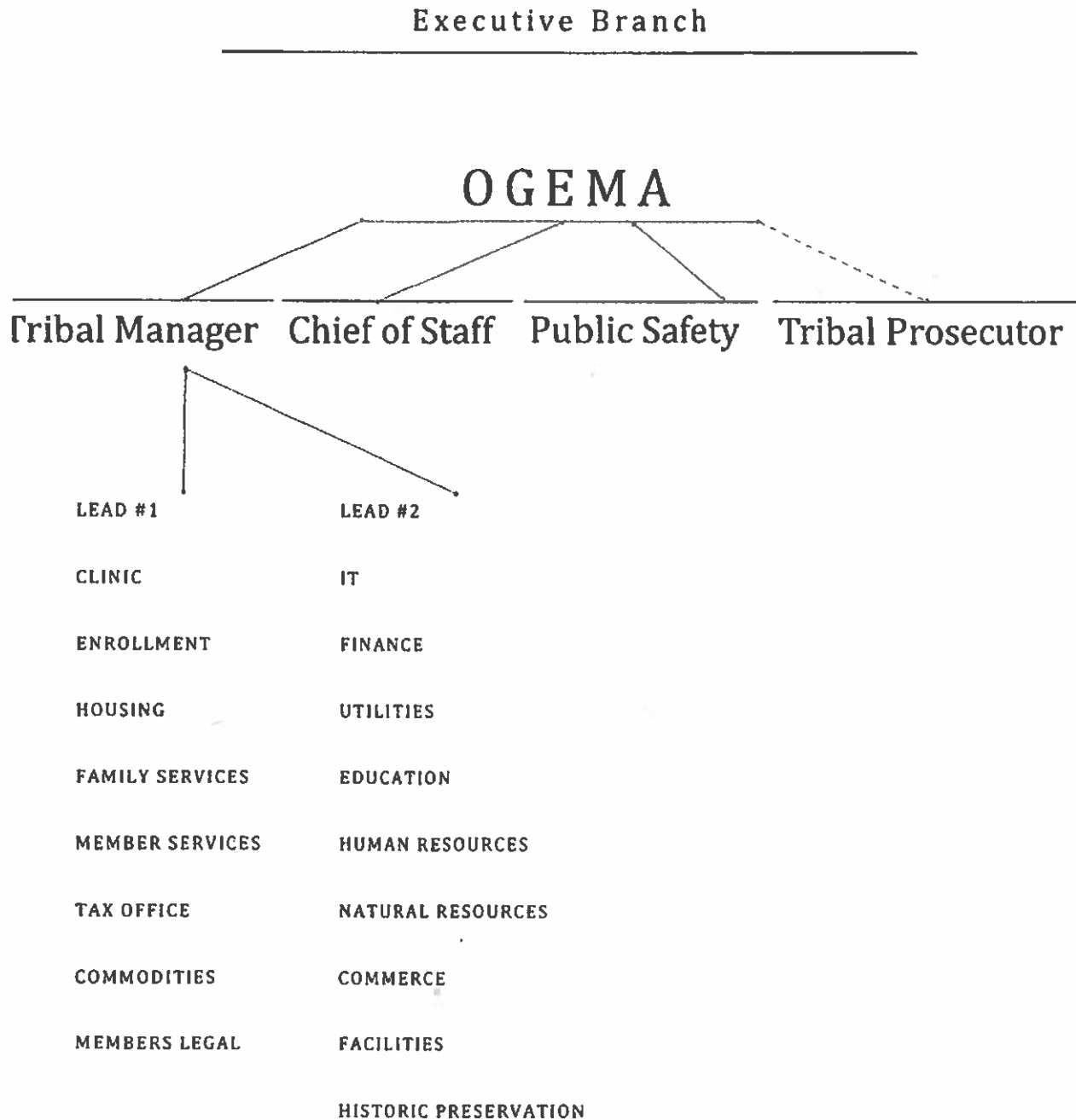
- Continue to uphold the Constitution and exercise sovereignty to the greatest extent through membership-based jurisdiction.
- Strengthen Peacemaking department.
- Speaking Anishinaabe language in Court proceedings.
- Continue to represent Little River at the Tribal, State, Federal Judicial Forum, and continue building good working relationships with state and other tribal Courts.
- Prepare for and implement jurisdiction under the Violence Against Women Act.
- Resume Summit meetings.

## Shared Priorities:

- Express Culture, as listed within document as to shared priorities with Council and Ogema.
- Establish a guideline for case timeline disposition where not already established.

# GaaChing Ziibi Daawaa Anishinaabek Little River Band of Ottawa Indians 2023 Strategic Plan

## Executive Organizational Chart



# GaaChing Ziibi Daawaa Anishinaabek Little River Band of Ottawa Indians 2023 Strategic Plan

## Tribal Five (5) Years Plan (5.02a)

Projected Strategic Legislative Objectives Include:

By December 31<sup>st</sup>, 2023,

### Manage ARPA Funding

Maximize America Rescue Plan Act ARPA funding to ensure the best use of ARPA dollars to support government operations and membership services.

### Improve Membership Service Programs

Maximize grant and tribal dollars to expand membership programs and services to tribal membership.

### Improve Communications

The Tribal Council implements a fully functioning Communication Department that is responsive to membership issues and fosters innovative communication throughout the Tribe.

### Land Acquisition

The Tribal Council will work on a Land Acquisition Ordinance that will set goals and boundaries for the purchase and management of land acquired by the Tribe, to expand Reservation lands, using Online Gaming Tax Reimbursement funds.

### Tribal Cemetery

Establish the opening of our Tribal Biimadiiziwin Cemetery on Little River Band of Ottawa Indians Trust Lands in Custer, MI, designate a Biimadiiziwin Cemetery representative govern and manage the operations by the allotment of burial rights in a plot, burial eligibility, and the maintenance of the grounds.

### Monitor and Evaluate Casino Sport Book Betting

The LRRCR has operated Sports book betting for a few years. Tribal Council will review sustainability of Sports Book betting.

### Muskegon Health Clinic

Maximize grant and clinic revenue to continue to expand tribal health services at our Muskegon facilities funded by revenues generated by the Muskegon Health clinic. Promote the pharmacy services to Muskegon and outlying areas to tribal membership.

# GaaChing Ziibi Daawaa Anishinaabek Little River Band of Ottawa Indians 2023 Strategic Plan

Work with Executive Branch and Housing department to expand housing at Aki maadiziwin and further identify, plan and develop housing for tribal membership to increase affordable family housing units and tribal member home ownership.

Review and approve tribal budgets and crucial activities tasked to the Legislative branch. The Tribal Council will work to improve multiyear financials and allocate funds based on needs.

Ensure weekly regular session Tribal Council meetings include Public Comment period for membership input.

Improve Membership Service Programs

Maximize grants and tribal dollars to expand tribal members' services. This may include optometry program, temporary housing services, fire and rescue services, etc.

Purchase or commit land for a community farm to support the Food Sovereignty Program.

Conduct a Tribal Census

Projected Strategic Executive Objectives Include:

By June 21, 2023,

Review and recommend uses for the Muskegon Property/Casino Plans and discuss how we can move forward.

By June 30, 2023,

Look at the forming documents of the EDC LRH to ensure they comply with our Constitution.

By August 6, 2023,

Revamp the Organizational Chart to ensure every position is needed and every need for a position is filled. In doing so, we also want to evaluate the wage scales and duties of each position to ensure each employee is being paid fairly.

By September 1, 2023,

Reopen the day care portion of the Next Generation Learning Center. There is a tremendous need by tribal members and employees for a day care service. We understand that it may be better to separate the childcare from the leaning portion, as we then will not need to employ as many teacher level staff and can do the cultural learning separately.



# GaaChing Ziibi Daawaa Anishinaabek Little River Band of Ottawa Indians 2023 Strategic Plan

## Language:

Continue to work with the language department for translations to open court and commonly used terms.  
Review to decide if more is needed.

## Implementation of Violence Against Women Act Jurisdiction:

Prepare Court rules to ensure compliance with the requirements of VAWA.

Jury rules

Court Appointed Attorneys

Records -keeping and access.

Ongoing to end of 2028 - Prepare space for requirements of VAWA.

Witness area, Attorney/Client area

Safety protocols for Court staff and Court room

## Establish a guideline for case timeline disposition where not already established:

Review ordinances and rules to create timeline chart for Court use. -

Establish guidelines for cases where there is no current rule or provision on disposition, including conclusion for court use.

# GaaChing Ziibi Daawaa Anishinaabek Little River Band of Ottawa Indians 2023 Strategic Plan

## Office of Business & Accounting Performance Goals and Objectives are measured and verified by.

- a. A department monthly Objective Worklist is turned into TC Monthly for review by Speaker/TC; they will give direction, as needed.
- b. Internal Audit Schedule is turned in monthly to TC/Speaker, they will give direction, as needed.

## Tribal Communications Performance Goals and Objectives are measured and verified by.

- a. Published monthly digital “Currents” newsletter will be evaluated by Tribal Council and input from membership will be maintained, feedback will be handled on a case-by-case basis.
- b. Published events and activities to Tribal social media websites will be evaluated by Tribal Council and input from membership will be maintained, feedback will be handled on a case-by-case basis.

This Legislative Performance Plan will be submitted to Tribal Council with its annual draft budgets.

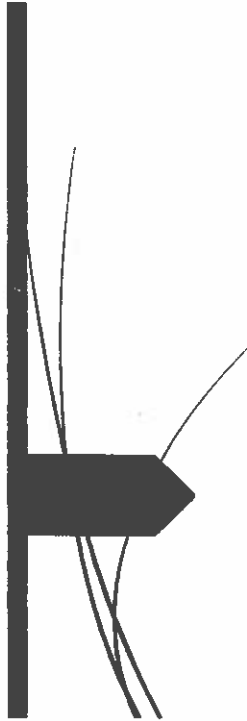
## Performance Reports (5.02c)

By April 15<sup>th</sup>, the Speaker or their designee will prepare and submit to Tribal Council a performance report that reviews Legislative branches success and failures in meeting their performance goals and objectives from previous years.

## Essential Services (5.02d)

The Tribal Council Speaker has prepared an essential services list of services provided by the Legislative branch. In case of budget shortfall, this list will be maintained in priority order.

1. Tribal Council Weekly Meetings
2. Tribal Council Work Sessions
3. Ensure communications to membership via LRBOI Website and tribal digital newsletter “Currents”.
4. Annual External Audit of LRBOI financial activities.
5. Ensure Tribal Activities create cultural education and opportunities to membership. Jinnptomak, Round Dance, Feast Fires and Ceremony, etc.



# Strengthening Our Future On Foundations of Wisdom

LRBOI Elders Conference

November 4 & 5, 2023

*Little River Casino Resort – Manistee, MI.*



## **Strategic Planning/Visions for the Future**

Elders serve as teachers, healers, advisors and mentors. They link a Tribes history with its future as *intergenerational keepers and sharers* of cultural knowledge.

How are LRBOI Elders serving their community?

What vision do we have as Elders for our community?

**What solutions to our communities current challenges can we as Elders, offer our community?**



**Life Stages: Challenges/Solutions/Increasing Involvement  
Medicine Wheel/7 Grandfathers Guidance**

**Ozawaa (Yellow)**

Waabinong (East)

Mnookmi (Spring)

Sema (Tobacco)

Binoojihns (Children: <18)

Zaagidewin (Love)

Debwewin (Truth)



**Life Stages: Challenges/Solutions/Increasing Involvement  
Medicine Wheel/7 Grandfathers Guidance**

**Mskwaa (Red)**

Zhaawanong (South)

Niibin (Spring)

Kiishig (Cedar)

Shkiniige (Youth: 18-35)

Gwekwaadeziwin (Honesty)

Aakidehewin (Courage/Bravery)



## **Building Our Future on Foundations of Wisdom**

### ***Ideas, Vision – Knowledge & Wisdom***

*Time to put our best ideas forward!*

- What will our services look like?
  
- How can we foster increased involvement in our Government?
  
- **What do we as Elders have to offer our Tribe, today, tomorrow-7 generations from now?**