



Inwewin

"Our Voice" Newspaper

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A Publication of the Lac du Flambeau Band of Lake Superior Chippewa Indians

Secretarial Election to Amend Article VIII Scheduled for Jan. 14, 2014

On Nov. 15, 2013, the Lac du Flambeau Band of Lake Superior of Chippewa Indians Tribal Election Board Members that were appointed to the Secretarial Election Board through Resolution No. 556 (13) met with the United States Bureau of Indian Affairs at the Regional Office in Ashland. The Secretarial Election Board members held their first official meeting with Secretarial Election Board Chairman Marion K. Duffy to formally begin the secretarial election process to amend Article VIII to remove the authority of the Secretary of the United States Department of the Interior's authority to call, conduct and oversee amendments to the LDF Constitution.

As discussed at the Constitution Committee Education Sessions throughout the last year, the process to amend the current Article VIII requires the Tribe to get the approval of the Secretary of the Interior to call, conduct and approve (or disapprove) any Constitutional amendment, as well as conduct any election called in accordance with applicable federal laws and regulations. The meeting, which is a requirement under federal regulations, resulted in the following Secretarial Election schedule of events:

- 11/29/13 Send Election Notice Packets
- 12/19/13 Last Day to Register to Vote
- 12/20/13 Post Voter's List
- 1/2/14 Last Day to Challenge Voter's List
- 1/10/14 Last Day to Request an Absentee Ballot
- 1/14/14 Election Day
- 1/17/14 Deadline to Challenge

Election Notice Packets

The BIA will mail out the election notice packets to all eligible voters of the Tribe. Packets will include: a letter from the Secretarial Election Board Chairman, an Election Notice, a Notice and Rules of Election, the Proposed Amendment, a Sample Ballot, a Voter Registration Form and an Absentee Ballot Request Form.



In front, seated from left to right are: Marion K. Duffy, Tribal Operations for the Bureau of Indian Affairs, and Tula Christensen. Standing, from left to right, are: Judy LaBarge; Myra Doud; Joe Graveen; Marsha Poupart; Laura Corvine, Tribal Operations for the Bureau of Indian Affairs; and Kim Bouchard, Superintendent for the Bureau of Indian Affairs. The five Tribal Members are on the Secretarial Election Board, along with Marion Duffy, Laura Corvine and Kim Bouchard were at the meeting in an advisory role and are not on the Secretarial Election Board.

Voter Registration Form

Under the current Article VIII, an "eligible voter" is defined as a Tribal Member who is at least eighteen (18) years of age and residing on the Reservation at least one (1) year prior to the date of the election, which means he or she must have established residency on the Reservation by Jan. 14, 2013. In addition to the aforementioned eligibility requirements, and because this is a federal secretarial election (unlike a Tribal election to vote on Tribal leaders or referendums), the federal regulations at 25 C.F.R. § 81.11 also come into play. In relevant part, § 81.11 requires all eligible voters to register by completing the Voter Registration Form and provides that "[t]he election board, upon receipt of authorization to conduct an election, shall notify by regular mail all adult members of the tribe, who to its knowledge, are eligible to vote pursuant to § 81.6 of the need to register if they intend to vote."

In short, no Tribal Member who is otherwise eligible to vote under the current Article VIII will be permitted to vote unless he or she has registered by completing and returning the Secretarial Voter Registration Form within the requisite time frame. **It is critical that every voting Member fill out and return the questionnaire on time!**

The Voter Registration Form may be personally delivered to the Secretarial Election Board by turning the form into the Enrollment Office located in the Tribal Government offices or sent by U.S. mail to the Secretarial Election Board or Secretarial Election Chairman at the addresses listed on the notice. Please note, however, that if you choose to mail in your completed Voter Registration Form, we remind you to allow for at least three (3) mailing days for the form to reach the Secretarial Election Board due to mail sorting that occurs in Wausau. **Voter registration must be received by Dec. 19, 2013 and not simply postmarked by that date.**

As stated earlier, the exact details and specific requirements of the Secretarial Election to amend Article VIII will be mailed to each Tribal Member who is at least eighteen (18) years of age and residing on the Reservation for a minimum of one year prior to Jan. 14, 2014, at the end of November.

What do you have to do as an "eligible voter"?

- Check with the Enrollment Office to verify your address is up-to-date.
- Watch for your Secretarial Election Packet after Nov. 29, 2013; and
- COMPLETE & RETURN THE VOTER REGISTRATION FORM as indicated on the form by the deadlines provided above.

This is an exciting time for Waswagoning and the Tribe's Nation Building efforts to strengthen the Tribe's inherent sovereign right to self-govern through Constitutional reform and the strengthening and development of Tribal law. If you believe that you are an eligible voter and do not receive a mailing regarding the Secretarial Election to amend Article VIII, please contact the Secretarial Election Board immediately.

Tribe Continues Support of Wigamig Owners Loan Fund, Inc.

Wigamig Owners Loan Fund, Inc. recently received a third \$100,000 grant from the Lac du Flambeau Band of Lake Superior Chippewa Indians. This grant will enhance Wigamig's current loan products and provide more lending opportunities for consumer loans to the Lac du Flambeau community.

There is an increased need for lending in Native communities, since many conventional banks are facing tighter constraints and regulations. Wigamig has more flexibility in this arena to provide lending services and financial products to this underserved market.

Wigamig is excited for this ongoing partnership with the Lac du Flambeau Tribe to continue making a significant impact for the people of the Lac du Flambeau community. By providing financial education along with affordable lending products, Wigamig is

strengthening Tribal Members and their families. This continued investment from the Lac du Flambeau Tribe signifies the importance of access to affordable lending opportunities on Indian Reservations in Wisconsin. A unique opportunity exists for the Wisconsin Tribes to collaborate and partner with Wigamig to serve each of their communities.

Wigamig Owners Loan Fund, Inc. is a non-profit 501(c)(3) certified CDFI (Community Development Financial Institution) with its headquarters located in Lac du Flambeau. The mission of Wigamig is to increase the financial self-sufficiency of Wisconsin Native American communities. For more information, contact Fern Orié, Wigamig Owners Loan Fund, Inc. Executive Director at (715) 588-1600 or via email at fern.orie@wigamig.org.



Lac du Flambeau Band of Lake Superior Chippewa Indians Chairman Tom Maulson (left), and Executive Director of Wigamig Owners Loan Fund, Inc. Fern Orié.

Peter Christensen Health Care News

Medical Assistance

With the changes in Wisconsin medical assistance, it is anticipated that 90 Tribal Members will lose their medical benefits. It is also anticipated that individuals who did not previously qualify may now be eligible. Medical benefits may now be available to lower income Tribal Members who are single and have no children. This is an important change that may offer benefits to disadvantaged people in our community. Please contact Economic Support at (715) 588-4235 to learn more. Please encourage family and friends who are currently uninsured and have no children to learn more about the changes and how they may benefit.

Medicare Enrollment

The Medicare open enrollment deadline is Dec. 7. If you have any questions about enrolling in the Medicare program, please contact Lea Morgan at (715) 588-3371, extension 1250.

Affordable Health Care Program

Anyone who is not already insured, or who has questions about the Affordable Health Care program, may contact Lea at (715) 588-3371, extension 1250, or Hilary Valliere at (715) 588-3371, extension 1252.

Lea continues to caution people to ignore television advertisements that offer assistance with the Affordable Health Care Act and Medicare open enrollment. There are many unscrupulous individuals and companies, and you should avoid misleading or false advertising. Lea and Hilary are ready and willing to answer all of your questions and provide you with assistance.

What's Happening at PCHC?

Randy Samuelson, Health Director at the Peter Christensen Health Center, has been working to bring a speech pathologist to Lac du Flambeau. The hope is that the speech pa-

thologist will work with children at Head Start and the Lac du Flambeau Public School.

PCHC is working with Ryan Champagne, the new State of Emergency Facilitator, to offer more comprehensive treatment programs and options for our community.

For the past two and a half years, the PCHC has been using a robotics machine to dispense approximately 55 percent of the prescriptions that are filled at the PCHC pharmacy. Every prescription is checked and re-checked, ensuring accurate dispensing of medications.

The machine is expected to provide \$100,000 in annual savings to PCHC, and has proven to be 99 percent accurate. Randy reported that the machine has been down one day since it was

placed in service. The machine also allows for a computerized inventory, and tracks expired and recalled medication. This state-of-the-art technology allows pharmacists to focus on patient care and is very efficient in filling prescriptions.

If you have visited the PCHC lately, you may have noticed the new security procedures that are now in place. The PCHC has instituted controlled access procedures that require anyone who does not have an appointment to sign in and wear a visitor's badge. They have also installed cameras to monitor activity and will be linking to the Lac du Flambeau Police Department's surveillance system. The goal is to maintain the highest level of safety possible for all PCHC patients, visitors and staff.



Jody Nimmer, PCHC pharmacist, provides *Inwewin* a tour of the machine.



Frank Schuman wins contract with King of the Cage

Tribal Member Frank "Nightmare" Schuman recently won a three-year, \$25,000 contract with King of the Cage. The World Amateur Championships were held Saturday, Oct. 22, 2013, at the Palms Resort in Las Vegas, Nevada, with 40 fighters vying for five contracts totaling \$250,000.

Winning the bout did not guarantee a contract. Fans had a say in determining who would win a contract through online voting by logging on to the King of the Cage website after the fights. Although Frank lost his three-round match, he had a strong performance and led all fighters in online voting.

Frank now looks forward to April 26, 2014, when he'll enter the cage and begin his contract. "My contract is a three-year contract and has me fighting five times a year," he said. Frank also said he's looking forward to his professional career and is happy it starts where it all began for him – in Lac du Flambeau. "I'll be fighting at Lake of the Torches and it always helps to have the home crowd behind you," Frank said when asked his thoughts on the upcoming fight. "I really want to thank the Tribe, Lake of the Torches, King of the Cage and the entire Lac du Flambeau community for all the support and encouragement."



Happy Birthday and Best Wishes to our Elders who are celebrating December birthdays

Richard St. Germaine 12/1
 Gerald Soulier 12/1
 Thomas Maulson 12/7
 Sarah LaBarge 12/7
 Lenard Gauthier 12/8
 Mary Laverty 12/9
 Elizabeth LaBarge 12/9
 Martha Havican 12/10
 Robert Carufel 12/10
 Bruce Peterson 12/11
 Bernard Doud 12/13
 Dixie Baker 12/14
 Charles Gauthier 12/16
 Diana Sero 12/17

George Maloney 12/21
 Thomas Wayman 12/21
 Donna Churchill 12/21
 Ervin Ness 12/22
 Richard Rasmussen 12/22
 Linda Williams 12/23
 Rosetta Schuman 12/24
 Suzanne Ree 12/28
 Dorothy Thoms 12/29
 Hazel Graveen 12/29
 Lauranne Poupart 12/29
 Dorothy Gardner 12/30
 Diane Allen 12/30
 Rosalie Panches 12/31

ELDERS SPEAK: Mildred "Tinker" Schuman

Sharing an hour with Tribal Elder Mildred "Tinker" Schuman was an opportunity that *Inwewin* couldn't pass up. Listening to our Elders speak of a time past gives us a glimpse into where we come from, and is a first-hand account of our history in Lac du Flambeau. Tinker has many academic credentials and holds a bachelor of science in elementary education from the University Wisconsin-Eau Claire. Her passion for art is prevalent as you walk through her home. She attended the American Indian Art Institute in Santa Fe, New Mexico, and is a published author of poetry. Her love of the community is evident in her professional work, having spent over 25 years in alcohol and drug addiction counseling, education and working with our Elders. Tinker says that the Anishinabe culture is what keeps her grounded, and that her love of God is what keeps her going. She has traveled around the world, visiting places like Stuttgart, Germany; Copenhagen, Denmark; and the Palestinian city of Bethlehem on the West Bank.

Tinker grew up in Lac du Flambeau and reflects back on her childhood with fondness. Growing up one of 11 children to parents Beatrice and John Schuman, she speaks of the days as a girl playing baseball and having to walk to school because there were no buses. "We had so much fun; we played baseball all the time. We also lived off the land much more than we do today," said Tinker.

Of the Eagle Clan, Tinker is a respected spiritual advisor. She is involved with the Big Drum Society and has sun danced for 10 years. She worked for a

number of years with the TRAILS (Testing Realities and Investigating Lifestyles) Program, which helped to integrate traditional culture into alcohol and drug prevention for Tribal youth. Her connection to the community is strong.

Question: Where were you born?

Answer: "I was born in Hayward, Wisconsin."

Question: What was it like growing up in Lac du Flambeau?

Answer: "We didn't have all the things that kids have today. We had to work for things if we wanted them. We didn't have rec centers like they do today. We had to walk to school because they didn't have buses to pick us up at our houses. There were a lot of fun things we did, though. We played baseball and football, and in the winter time everyone would pitch in and would shovel the lake off and we would go ice skating."

Question: Have you always lived in Lac du Flambeau?

Answer: "No, I lived in Milwaukee for a while and moved back to the Reservation in 1978."

Question: Do you have any brothers or sisters?

Answer: "Yes, there were 11 in our family. I have four sisters and six broth-



ers."

Question: What did you do while you were in Milwaukee?

Answer: "I worked at the Indian Community School for a while and went to school."

Question: Do you have any children?

Answer: "I have a daughter, Theresa, and a son, Robert."

Question: Do you have any grandchildren?

Answer: "I have seven grandchildren and three great-grand-

children."

Question: What is one thing that is different about living in Lac du Flambeau today than it was when you were a kid?

Answer: "All the homes we have today are a big change. The homes are much bigger and nicer now. People used to live in small homes back then. I don't know if you want to call them shacks, but that's what they were. It's a good incentive for people today to keep their homes nice, because we didn't have that when I was younger."

Question: Who were some of your mentors, or who did you look up to while you were growing up?

Answer: "Agnes Archdale - I thought she was a good representative of the community. Dorothy Stewart. These were women that were working in the commu-

nity, making progress. You know, showing people how to do things."

Question: What are some of the things you like to do today?

Answer: "Writing, I love writing. I'm working on a book right now called 'Walking Both Roads in Grace: Memoirs of Tinker Schuman.' I also write poetry, I sew (traditional Indian beadwork and leather work). I do ceremonies and help people if they are having troubles and they want to come here. I travel some. I'm going to be having surgery to replace my hip soon, so I have plenty of things to do here while I'm healing."

Question: Do you plan on having your book published?

Answer: "Yeah, when I'm done. I've been working on it for about five years."

Question: What is your hope for the Lac du Flambeau community?

Answer: "I hope that the people here can live a good life, to love and respect each other, that we can be healthy. I hope that we can have unity here and nobody is better than anybody else. I don't want to see people putting each other down. I hope that we can accept and understand each other. Giikendaasowin - knowledge and understanding. Sometimes people are envious of one another if they're blessed with a gift or have something that we don't. I hope we can enjoy and appreciate what was given to us by the Great Spirit, Gitchi Manidoo. We have numerous gifts and I want us to build our Nation. Let's take care of our Reservation, let's teach our children about caring for the gift that we have here. Let's live a good life, free from alcohol and drugs!"

The Importance of Amending Article VIII of the Tribe's Constitution

The current Lac du Flambeau Constitution is a boilerplate document that was given to the Tribe by the federal government. The document was authored and developed by non-Native people, and does not take into account cultural or traditional beliefs of the people it would govern. Many in the Tribe believe the language is outdated, and many areas contained within the document do not address the current needs of the Tribal Membership. Issues such as paid legislators, an independent judiciary and membership criteria are just a few of the many areas of the current constitution that can be reformed should the Secretarial Election to Amend Article VIII succeed.

The ability to decide what changes are made to the Constitution now falls squarely on the shoulders of the Tribal Members.

The Tribe's Constitution Committee, led by Chair Richard Jack, has been holding a series of educational sessions regarding amending Article VIII. The process of amending Article VIII has been ongoing for several years, and has reached a point where a timeline of events has been finalized and a date for a Secretarial Election has been set.

The path to the Secretarial Election has been a lengthy one and included many challenges. Numerous meetings dedicated to gathering community opinion and input have been held over the course of the last year. Coordinating the educational sessions has been key throughout

the entire process. While the Constitution Committee has been holding the educational sessions on Article VIII, the Tribal Election Committee has been holding their own series of community meetings regarding amending the election code. Both of the committees saw the need to collaborate - not only to ensure the Secretarial Election process would run smoothly, but to prepare the Election Committee for subsequent elections, should the Membership approve amending Article VIII.

The Tribal Council recently appointed five Tribal Members to serve on the Secretarial Election Board, which is currently required for amending the Constitution under federal rules. Tula Christensen, Myra Doud, Joe Graveen, Judy LaBarge and Marsha Poupart were selected to serve on the Secretarial Election Board. Their duties include working with Marion K. Duffy, the Secretarial Election Board Chair. Duffy was designated by the Secretary of Interior to oversee the Secretarial Election. The Election Board's duties include developing a schedule of events, ensuring that all federal requirements of the election are met, and to act as liaisons throughout the entire election process.

The final Election Code Community Meeting was held on Saturday, Nov. 16, at Lake of the Torches Convention Center. More than 100 Tribal Members and Descendants attended. Attorneys Tanya Wanageshik, Karrie Wichtman and Tanya Gibbs of Rosette Law presented the timeline of events of the Secretarial Election and offered



detailed information about the process. Attorney Karrie Wichtman stressed the importance of filling out the voter packets and returning them by the required date. She also emphasized that it is imperative for Members to vote so they can direct the Tribe's destiny. "Several years ago, a Secretarial Election was held in Lac du Flambeau and 61 people passed an amendment to the constitution. There are around 1,800 Tribal Members living on the Reservation and 61 people decided," said Wichtman.

Tribal Elder Betty Jack spoke about the historical event that is taking place in Lac du Flambeau. "This is historic. Look at how our community has come together to make this happen. Everyone should be proud of themselves for all of the work that you are doing," said Jack, referring to the involvement of the community. "We are in a great time here in Lac du Flambeau. This is something that we are doing for our kids, our grandkids and those unborn future generations."

GETTING TO KNOW THE COUNCIL: Betty Jo Graveen

Growing up and spending a good majority of her life in Lac du Flambeau, Betty Jo Graveen epitomizes the grit and determination of the term "community activist." Born in Hayward, Wisconsin, to Marcella and Henry Beson, Betty grew up on the shores of Pokegama Lake, where the family home still stands to this day.

She speaks highly of her childhood on the Reservation, part of a close-knit yet strict family. One of four children, Betty recalls her father as a hard-working, dedicated man who worked as an operating engineer in the highway construction industry. Her mother, aside from being a homemaker, held various jobs including her work at Simpson's Electric, as a cook at the Fireside, and managing the Laundromat in Lac du Flambeau. She attributes her work ethic and dedication to the values instilled by her parents. "I come from a very strict and structured upbringing," said Betty. "My parents stressed the importance of work and education. I didn't miss a day of school in my grade school career. I am very thankful that they raised me the way they did," she recalls fondly. As a young girl, Betty talks about helping her Great-Grandma MacArthur brain-tan deer hides and gather traditional medicines from the forest. "I didn't know it at the time, but she was teaching me all the while," she said.

Betty's roots and history run deep in the community, having worked nearly her entire life on the Reservation. "My first job was as a dental assistant at the old school. I worked for Dr. Jack Bender and we had a single chair in the old grade school," said Betty. "They closed the dental clinic down after three years and sent me out to Rosebud, South Dakota. I didn't stay there long. After seeing the poverty and despair, I wanted to go home." Upon returning to Lac du Flambeau, she worked at the Lac du Flambeau Public School in several different capacities. "I worked as a librarian,

secretary and a teacher's aide. In 1972, a program called 'Indian Legal Service' came to the Reservation and they were looking for a legal aid. The thought of working in the legal field piqued my interest and I was a good typist, so I figured I would turn in my application. It was a hotly contested position. There were 34 people who applied for that job, and that was my introduction to Tribal politics," she says with a smile and a laugh. "I was a single mother of seven young children and I wasn't sure if I would get it." It was at that time that she remembers her father's words. "He said, 'You get a job because you're the best one for it, not because you're an Indian.' He told me to never forget where I came from," she recalls. "Well, needless to say, I got the job and that was the start of my legal work," she continued.

Along with her work and training while employed as a legal assistant, Betty has also been involved for a number of years with the LdF Tribal Court system, serving as a clerk, a lay advocate and a Tribal judge. Her background in legal work has inspired many areas of her life and allowed her to give back to her community as an advocate for the less fortunate. Betty was instrumental in helping to organize and develop the new Zaagiibaagaa Healing to Wellness Court in Lac du Flambeau. She currently runs the Food Distribution Program and has done so for many years.



Betty, along with Luci Wolfe, organized an energy assistance program through her work with Citizens Energy, which is a private corporation. In the midst of such a busy schedule, Betty also finds time to coordinate for the Salvation Army in Vilas County.

Betty is no stranger to being a legislator, having served two terms prior to her election in October. When asked what motivated her to run for Tribal Council, Betty said she didn't like the way people were being treated. "I'm a believer that we're all here together. It doesn't matter

where you come from or what your last name is. I could see where the politics had a lot to do with the lifestyle of a certain segment of our Membership. I feel everyone should have the same opportunities, regardless of who you are. I also wanted to see more woman leaders, to have a more balanced Council. I was seeing decisions being made based on what one or two people would say, taking things on face value rather than researching the issue and taking the time to really see what is happening. I want to help people to become self-sufficient and not enable them. I want to make sure that we leave something here for our children and young people."

When asked what her top three priorities are as a newly elected Council Member, Betty was concise in her response. "Health care and housing are about even with one another in my eyes. Education is also at the top of my list. I want to help people to be better parents. The parenting of children is key in developing and shaping our most valuable resource - our kids. As a Tribal

judge, I had to make some very difficult decisions, especially those that affected children. I look at how my parents raised us and I want to really help our young families in developing our kids. I went through a very rough time in my life as a young single mother, and I think that experience has given me a desire to help others. I know I have the ability and the wherewithal to make those hard decisions, keeping the best interest of the entire Membership at the forefront of that process. I was lucky to have grown up in a very wholesome, family-oriented environment. As a kid, I never saw any fighting between my parents or the damage from alcohol or drugs, like many suffer from today. We need to get back to being a community of doing things together. If somebody needs help, we should be willing to offer our support," said Betty. Championing the cause of the underdog is something Betty has long been recognized for, seemingly always willing to help those who are disadvantaged. "Everyone has a right to be represented. Everyone deserves to be heard, regardless of their social or economic status," she added.

When asked what her hope for the future of Lac du Flambeau is, Betty said, "I want our community to be a healthy, happy community. It's going to take an effort from everyone. I think back to how it used to be here. We would go from one house to another and visit. My brothers, sister and I would go visiting with my mom and that's just how it was. Families talking to one another, always looking out for each other. Somewhere along the line, we lost that. Back when I was a little girl, everyone helped out and I believe we can get that back. It wouldn't cost a dime to do it. Just be kind to your neighbor." It is easy to see her love of the community and commitment to the Tribe. Her strong sense of family has carried over to every area of her life, and made her the community activist she is today.

Melinda Young Appointed to Burial Sites Preservation Board

Governor Walker has appointed Melinda Young, Tribal Historic Preservation Officer, to the Burial Sites Preservation Board, effective Oct. 28, 2013.

The Burial Sites Preservation Board is made up of nine members including the director of the Wisconsin Historical Society or designee, the State Historic Preservation Officer or designee, and six Governor appointees.

"Your experience, knowledge and dedication will be a true asset to my administration and a great benefit to the people of Wisconsin," Governor Walker wrote in his letter to Melinda.

"I am honored to have been recommended by GLITC and subsequently appointed by Governor Walker to the Burial Sites Preservation Board. It's important to me



that our Ancestors' resting places are protected, as well as those resting places of others," Melinda said.

The board meets quarterly and is responsible for:

1. Determining which Indian tribes in Wisconsin have an interest in any catalogued burial site or class of catalogued burial sites.
2. Determining which registry applicants have an interest in a catalogued burial site or class of catalogued burial sites.
3. Notifying the director of the Wisconsin Historical Society which individuals or groups they have approved for the Registry of Interested Persons.
4. Reviewing determinations made by the director and the Department of Administration's Division of Hearings and Appeals to permit or deny disturbance to catalogued sites.
5. (As necessary), reviewing disposition actions taken by the director regarding human remains removed from burial sites.

6. Approving transfers of burial sites from municipal jurisdiction to private hands.

Melinda Young is an enrolled member of the Lac du Flambeau Band of Lake Superior Chippewa Indians. She received her associate of arts - liberal arts degree from Nicolet Technical College in 2005 and her bachelor of arts - American Indian Studies from UW-Eau Claire in 2008. She has worked for the Lac du Flambeau Tribe since 1998, serving two years in Accounting and 11 years in the Tribal Historic Preservation Office, with two of those years on an educational leave to complete her undergraduate degree. Ms. Young has served as the Assistant Tribal Historic Preservation Officer until 2010, at which time she succeeded as the Tribal Historic Preservation Officer. She is also the designated NAGPRA (Native American Graves Protection and Repatriation Act) representative for the Lac du Flambeau Tribe.

Bucking the Wind

By RIC MATHEWS

As a small girl growing up on the Reservation in Lac Du Flambeau, Wisconsin, Joni Mathews was indeed an anomaly. Born of parents whose ancestry was predominantly Native American and whose roots on the Reservation traced back many generations, Joni didn't look the part. Her mom's German, French and Norwegian heritage, combined with Native American, blessed Joni with a head of curly blond hair and a light complexion to match, which even set her apart from three of her four siblings. This would define her early struggles for acceptance and lend validation to her Indian name. Obviously having displayed an innate tenacity at a young age, the Tribal Medicine Man gave Joni her traditional Indian name of *Gi we di no kwe* (pronounced: Gee way din oh qway) when she reached 10 years of age, which translates literally to "Bucking the Wind." Not truly accepted by the Indians because she looked white, and not accepted by the whites because she was Indian, Joni had to prove her mettle on a daily basis – a trait that would serve her well in the years to come and has since set her apart as a role model, exceptional mother, loving wife and highly respected soldier!

Joni realized at the early age of seven that she wanted to fly. That spark had been ignited in her one day when she saw a plane flying low across the lake behind her house. Not letting the stereotype of so many female Native Americans before her who never left the reservation limit her endurance, she would realize her dream 12 years later. Joni would leave the reservation behind in search of a better life at the age of 17. After broadening her horizons doing clerical work for the FBI for two years, Joni would finally attend the University of North Dakota. After five years of intense study, ROTC and too many part-time jobs to name, she graduated with a bachelor's degree in aviation administration, a commercial fixed wing rating and an instrument rating in a helicopter. With almost 300 hours of flight time and a pile of student loans, she accepted a commission into the U.S. Army as a Second Lieutenant and started rotary wing flight training shortly thereafter at Fort Rucker, Alabama.

Having excelled as a pilot in college, she immediately garnered the attention of instructors and students alike as she continued to surpass expectations and display her skills further as a helicopter pilot. One of her male classmates once said, "Her worst landing is the best I can do!" Newly graduated, her expertise earned her a coveted position as a flight instructor at Lowe Army Airfield at Fort Rucker. Teaching "nap of the earth," she spent hundreds of hours flying close to the ground, narrowly avoiding dangerous obstacles such as power lines and "good ole boys" that thought shooting at helicopters was great sport.

Whether with night vision goggles in total darkness, or bad weather that can ruin a perfectly good flight quickly, Joni continued to set herself apart as not only a highly motivated woman, but as an extremely talented pilot in a predominantly male arena. Recognizing her instinctive talents as a pilot and a leader, her superiors continued to challenge her with tough assignments. From instructing at Fort Rucker in the UH-1 Huey helicopter – which gained its own fame during Viet Nam – she moved through the challenging UH-60 Blackhawk course. Once again, her aptitude being recognized, she was assigned to the UH-60 maintenance test pilot course at Fort Eustis, Virginia, before being assigned as a helicopter maintenance platoon leader in Schwaebisch Hall, Germany.

While assigned there, Joni flew in support of Operation Provide Comfort in northern Iraq, where she learned to cope with frequent warnings in the cockpit about enemy radar tracking her every movement. Not letting enemy ra-

dar or the fact she was now operating in a male-dominated society diminish her abilities, she was able to effectively interface with the local Kurdish tribal leaders in order to complete numerous successful missions. After effectively leading the UH-60 helicopter maintenance platoon, Joni further polished her résumé by commanding a helicopter maintenance company in Wiesbaden, Germany, for approximately 18 months. With time to spare before ending her tour in Germany, Joni was assigned as the personnel officer and operations officer for the Air Traffic Control Battalion. The experience she gained while assigned there would serve her well in the years to come.

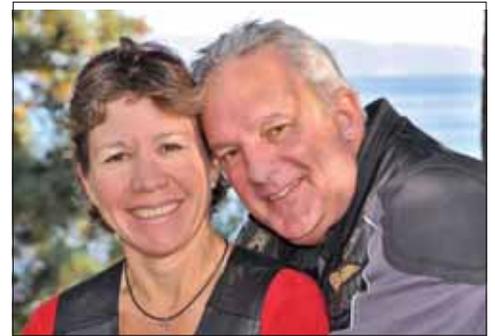
Returning to the United States and wanting to remain closer to family, Joni left active duty and joined the Wisconsin Army National Guard. Making a name for herself initially in the Family Readiness Program, she was promoted to Major. Subsequently, she was promoted to Lieutenant Colonel when her abilities to expertly address all issues concerning personnel management and readiness for the entire Wisconsin Army National Guard earned her a reputation as a respected subject matter expert. Her leadership abilities would once again be put to the test when she was selected to command Madison's own 147th Aviation Battalion. Her selection as the commander made her the first female to ever command the Aviation Battalion. This was a first for the Wisconsin Army National Guard and would only prove to be the first of many, which now had her poised to achieve even greater success.

During her time as battalion commander, Joni completed a master's degree in military management, successfully re-qualified in an aircraft she hadn't flown in years while still maintaining her fulltime responsibilities as the deputy director of personnel for the state. Once again standing toe to toe, or more specifically, head and shoulders above her contemporaries, her knowledge, bearing and leadership abilities earned her the distinction of being the first female from Wisconsin to attend the vaunted U.S. Army War College in Carlisle, Pennsylvania. One of approximately 25 National Guard officers chosen nationwide for that honor, Joni again distinguished herself by successfully completing the curriculum and graduating a year later with yet another master's degree, this time in strategic studies. Having earned her place on the school's hallowed marble walls next to such renowned soldiers as John Pershing, Dwight D. Eisenhower, George Patton, Omar Bradley, William Westmorland and Norman Schwarzkopf, Joni returned to Wisconsin and resumed where she had left off a year prior – making her mark in the Wisconsin Army National Guard. Now, however, she would be the director of personnel statewide and do so as a colonel.

Always one to face a gale head on, *Gi we di no kwe* distinguished herself yet again, being chosen from a cadre of highly qualified and renowned individuals to command the diverse and 1,700 strong 64th Troop Command. At the same time, she would maintain the rigors of her full time assignment as Director of Personnel. Brigadier General Mark Anderson was resolute in his comments, making sure people knew that regardless of gender and the National Guard's commitment to diversity, Joni was the top choice for the job. He said, "Colonel Mathews is the best qualified officer poised to take this command at this critical time.

"We purposely make the criteria and selection for these positions very discriminating and unyielding," he continued.

With just over a year in command of the 64th Troop Command, Joni was once again singled out for advancement when she was chosen by Major General Donald Dunbar to be the next Wisconsin Army National Guard Chief of Staff. Again, Joni would be the first female to achieve the position in the history of the Wisconsin Army



National Guard.

A longtime friend and mentor, Brigadier General (Ret.) Kerry Denson articulated the choice well in his congratulations letter to Joni when he wrote, "You are exactly what is needed in such a key leadership position. You bring experience, dedication and work ethic all based on a foundation of honesty and integrity!"

Countless are the times I have listened to superiors, coworkers and subordinates echo those same sentiments as Joni has ascended to her current position. I often muse that having spent so many years bucking the wind, has she not in essence become that wind or at least harnessed it? At the very least, she has become a wind of change that has blown down doors and barriers, making it easier for those who follow behind her to fill her shoes and continue to create even greater footprints in the future!

At no time during her career has Joni backed away from an assignment, no matter how challenging or daunting it may have seemed. She has competed on what she proudly regards as a balanced playing field, never using the race or gender card to influence her position, at no time even deliberating if her gender played a role in her advancement. Having "bucked" the wind head on many times, Joni never let it blow her on any course except those she chose. Whenever she set her mind to something, she lived up to her Indian name and accomplished it. Her success and status are a result of her tenacity and hard work, and this is evidenced by her reputation throughout Wisconsin and at Guard Headquarters in Washington, D.C.

Joni continues to excel in all she does. While Joni shares the distinction of being the highest ranking Native American female in the entire United States National Guard with only one other female Native American, she continues to dedicate herself on a daily basis to the nation, her job and her family. She does so with a grace and professionalism that continues to showcase her as a keenly professional soldier, an awe-inspiring role model and a mom who always makes quality time for her girls despite whatever crises may occur. Lastly, she is a wife and my best friend who was just a Second Lieutenant when I first laid eyes on her. She took my breath away then as she still does to this day. I have walked beside her for more than 24 years; she is without a doubt second to none!

Tribal Members Exempt from Wisconsin Sales Tax

Tribal Members living on their home Reservation are exempt from paying Wisconsin sales tax on utility bills, cell phone bills and other expenses.

The Wisconsin Sales and Use Tax Exemption Certificates are available at the Economic Support Office. Tribal Members must be sure to write their Tribal identification number on the form. If you have any questions, please contact Deanna LaBarge, Economic Support Director, at (715) 588-4228.

BDC Update



The LDF BDC has been very busy since we last updated you in July. Developments include the formation and operation of an Internet lending company, a partnership with the Gikendaasowin Education Department to form Ogema LLC., and the formation of the LDF Construction Company.

"The LDF Business Development Corporation (BDC) is a for-profit, wholly-owned entity of the Tribe, and its purpose is to diversify the asset base of the Tribe beyond gaming," said Brent McFarland, chief operating officer. The LDF BDC is profit-oriented and focused on creating quality, living-wage jobs for Tribal Members and Descendants.

Until recently, the Internet lending company was moving forward at a brisk pace, generating revenue for the Tribe since its launch. Approximately a month ago, the FDIC (Federal Deposit Insurance Corporation) became concerned about predatory lending practices and began harassing the ACH (automated clearing house) that the Tribe uses for its loans. There is no basis for the FDIC's concerns – the Tribe is not practicing any type of predatory lending. Due to these recent developments, the BDC is pursuing other processors. McFarland said he hopes lending to be active again by the time you read this.

Ogema, LLC, has completed their feasibility study and the results indicate there is a market for broadband Internet access, but



the model is not indicating a projected profit. The Apprenticeship Program is continuing to instruct participants on every aspect of the business, from laying the fiber optic cable to the laws governing communication companies and Internet service providers. They continue to research profitability options as well as grant funding for the infrastructure.

The transition to self-branded products, including gasoline, is expected to be complete within the

next eight weeks. Plans for updating the gas station are still being discussed, but no final decisions have been made.

The LDF Business Development Corporation has two board of directors positions that will be up for re-appointment. If you are interested in serving on the BDC, please contact Brent McFarland for more information.

The LDF Construction Company has been very busy. There are currently six projects in process.



Below: Construction crew members work to remodel the home at 1219 Arnold Stock Road. Crew members include Joel Cobb, Walter Hugo, James Nacotee and Frank Schuman.



Three new Tribal Members were recently hired, bringing the total number of employees to 10 tradesmen. Employees recently joined the Carpenters Union, and are now able to reap the benefits of having a union card, which will enable them to receive union work anywhere, as well as partake in varied educational opportunities to enhance their skills.

The renovation of the home at 511 Old Abe is coming to completion, and occupancy is expected by the end of November. Crews are also working on two other transitional living homes, and construction is progressing as quickly as possible.

Bill Beson, Sr. is proud of the progress of the construction company. "We have

hired a great group of men. They have committed to the company. We are proud to be able to offer family supporting wages, and we are committed to being the last stop on their career path," he said.

The LDF Construction Company will be relocating to the former Land Management building on County D and Highway 70 in the near future. Remodeling needs to be completed prior to moving, and fortunately the staff has the skills and experience to get the job done!

For more information about the LDF Business Development Corporation, you may contact Brent McFarland at (715) 588-4289.



Above: Karl Theobald and Gerald Maulson work to remodel the home at 510 Waswagon Street.



Indian Child Welfare Program

Since we began producing a newsletter in July, and then transitioning to the newspaper in September, we have strived to share the good things that are happening on the Lac du Flambeau Reservation. Our goal is to inform you on the programs and activities that are working to benefit Tribal Members. Great and progressive things are happening in Indian Country and in Lac du Flambeau – and we want you to be informed and involved.

Children are our most precious resource. They are the future of not only our Tribe but of mankind. Tribal people have always cherished their young and protected them from any threat of harm. It is not only tradition, but a way of life. Traditional Ojibwe belief systems encompass planning seven generations ahead. This cannot be done without providing our children with the best possible environment in which to grow and thrive.

Meeting with the staff of the Indian Child Welfare (ICW) program was a deeply moving experience. The small but very committed staff was inspiring as they shared their commitment to the Tribe and to the community. The staff of six works to protect our children from neglect and abuse, and is currently managing more than 100 cases. Much of the time, ICW is viewed in an adversarial light, as an enemy rather than an ally. The purpose of ICW is to protect our children and keep families united.

What Does ICW Offer?

ICW provides case management, prevention services, Birth to 3 years referrals and foster care licensing. Case management services include documentation and court reporting, as well as collaborating with the Family Resource Center and the Domestic Abuse Shelter to assist clients in obtaining services. Prevention services include regular head lice checks that staff performs at the Lac du Flambeau Public School as well as the Positive Indian Parenting classes that they host on a regular basis. ICW also cooperates with regional providers to offer Birth to 3 referrals for at-risk families.

Foster care licensing is a critical service provided by ICW – and is currently where they see the greatest need. Their goal is to place neglected or abused children within

the child's immediate or extended family. If this option isn't available, the next step is to place children in foster homes that are located on the Reservation. Unfortunately, there are only four licensed foster homes currently available for open placement. The lack of licensed homes on the Reservation leaves ICW with no choice when the safety of a child is at stake – homes off Reservation must be used when children need to be removed from their home. There are currently 22 off Reservation placements, which is 22 too many.

The recent Foster Rama event held on Oct. 26 at The Waters in Minocqua welcomed approximately 20 people – down significantly from last year. It is believed that the timing of this year's event conflicted with a number of other activities scheduled for the same day, resulting in the low turnout. Plans are already underway for the 2014 event, and ICW staff has discussed moving the event to earlier in October to avoid conflicts with Halloween events. This annual event promotes fostering to new families, and celebrates existing foster families and the important service they provide.

Fostering can be a short- or long-term commitment. Children may have special needs, and training for these special circumstances is available. Potential foster parents must complete an application, and undergo a criminal background check and FBI fingerprinting. Foster homes receive payments, which vary depending upon the needs of the children. The funds are dedicated for the benefit of the children, and include medical and dental services. If you are interested providing a safe environment for our children and would like to learn more about becoming a licensed foster home, please contact the ICW or Economic Support offices for an application packet.

While licensing foster homes may be the greatest need at this moment, the daily duties of the ICW staff are monumental. The average caseload should be approximately 15 per caseworker, but ICW staff is averaging 30 cases per staff member. "The State of Emergency funding allowed us to budget for two new staff members, and to be able to offer insurance to an existing employee," said program director Kristin Allen. Adding two staff members is critical



In back, left to right: Kelsey Williams, Kristin Allen and Becky Dietrich. In front, left to right: Jaime Edwards, Tamra Mayo and Jennifer Ledferd.

to helping Tribal Members and their families. Being able to attract quality staff members is also vital to ICW, and offering insurance is a key component to an employee's benefit package.

In addition to the work already listed, ICW staff meets regularly with Vilas County, the Family Resource Center staff, the Domestic Abuse staff, judges and attorneys, and attends meetings with Wisconsin Department of Children and Families (DCF) every other month.

Frequently, the staff is viewed in a negative way because of the tough decisions they are required to make. Their decisions are based on what's best for the children – and that may conflict with parental and other family members' personal interests. "We're here to help the families. We're dealing with trauma every day, and we are personally committed. We're here to protect our children. The bottom line is we're here for the kids – and we want to make the best decisions for them," said Jennifer Ledferd, case manager.

Ojibwemodaa = Let's Speak Ojibwe

The Lac du Flambeau Ojibwe Language Program December: Manidoo Giizisoons = Little Moon of the Spirit

Niin = "I" or "me" in Ojibwe. When I am doing something, Niin will change forms, depending upon how the action word, or verb begins, i.e., a consonant or a vowel.

The rules are shown in the reminder below.

In our language when we say "no," we simply say "gaawiin." If we add an action to this "no," we are required to say more. Follow this lesson below to speak Ojibwe. "Gaawiin + Niin+ action+ siin" = I am not doing that.

Asemaake	He/she is offering tobacco
Anokii	He/she is working
Debisini	He/she is full
Nibaa	He/she is sleeping
Minikwe	He/she is drinking
Bimose	He/she is walking
Giwe	He/she is going home
Maajaa	He/she is leaving
Jiibaakwe	He/she is cooking
Niimi	He/she is dancing

Translate from Zhaaganaashimowin (English) to Ojibwemowin

I am not dancing	<u>Gaawiin Ni niimi siin</u>
I am not working	_____
I am not leaving	_____
I am not drinking	_____
I am not walking	_____
I am not cooking	_____
I am not sleeping	_____
I am not full	_____
I am not going home	_____
I am not offering tobacco	_____

Reminder:

- I am = Ni + verb (if verb starts with consonant)
- = Nin + verb (if verb starts with consonant)
- = Nind + verb (if verb begins with a vowel)
- = Nim + verb (if verb begins with a "b")

Remember: If the verb ends with an "i" or an "o," it must be dropped in the first person, affirmative voice

Niimi = S/he is dancing
Ni niim = I am dancing

With the negative, I am not _____, the "i" / "o" is returned

Gaawiin ni niimi siin

Translations:

- I am not dancing
- I am not working
- I am not leaving
- I am not drinking
- I am not walking
- I am not cooking
- I am not sleeping
- I am not full
- I am not going home
- I am not offering tobacco

- Gaawiin Ni niimi siin**
- Gaawiin nind anokii siin
- Gaawiin ni maajaa siin
- Gaawiin ni minikwe siin
- Gaawiin nim bimose siin
- Gaawiin ni jiibaakwe siin
- Gaawiin ni nibaa siin
- Gaawiin nin debisini siin
- Gaawiin ni giwe siin
- Gaawiin nind asemaake siin



Indian Bowl

For several years, the Tribe has considered renovating the Indian Bowl. Work is now underway with fundraising for this extraordinary project. As of this writing, \$1,050,700 has been secured for construction. The fundraising goal is \$3.6 million, so there is much work yet to be done!

Recently, the Indian Bowl Board made a presentation to the Tribal Council on the renovation project. The following are excerpts from the presentation.

"The Tribe continues a history of strong leadership through cultural and economic development - a

new facility on the site of the historic Indian Bowl is an integral piece of this leadership. A new Living Arts and Cultural Center for Tribal Members and the entire region builds upon a history of stewardship that the Tribe has shown for preserving its cultural heritage and proudly presenting its living culture now and for the Seventh Generation. The Living Arts and Culture Center events could include pow-wows, concerts, community events, classes, art shows, concessions, art performances and indigenous foods."

The Indian Bowl Board was seeking \$300,000 for

the 2014 budget from the Tribal Council to move forward with the project. The Indian Bowl Board's work continues, and the group is focused on further pre-development and planning reviews. The board will be reviewing facility space and use, and the integration of the multi-use concept into the facility campus. The board will continue work with the architect to refine and finalize schematic designs. They will establish a critical path implementation timeline, and define a project implementation staffing plan. A key element to the fundraising plan will be to refine the capital budget based on the final scope of work and developing a capital campaign plan.

You may contribute to the project! You may make an online donation at www.nijii.org, or mail your contribution to Indian Bowl Project, c/o of Northwoods Nijii EC, Post Office Box 786, Lac du Flambeau, WI 54538.

LDF Transit

For the past several months, the Menominee Nation has been accepting applications for drivers and dispatchers for the new transit service to be offered in Lac du Flambeau. As that process continues, the new transit service is expected to begin the week of Nov. 25.

The LDF Transit service will allow the community increased access to shopping and entertainment destinations, and strengthens the infrastructure of the Reservation. Service will be provided by the Tribe and managed under contract by the Menominee Nation. Providing oversight is the Tribal Roads Department with assistance from the Tribal Planning Office. Rich Ducane, transit supervisor with the Menominee Nation, is working with Emerson Coy and George



Thompson to move the project forward.

Rich anticipates the routes offered to include a "demand" route, providing door-to-door service to those not living close to a "check-point" in Lac du Flambeau. There will also be a daily Minocqua-Woodruff route. The Menominee Tribe is proposing a daily trip between Lac du Flambeau, Rhinelander, Antigo and Keshena.

The start-up funding for this project came from a combination of grants, including a WisDOT

STRAP grant and funding from the BIA Transit program. A great deal of time and effort from the Lac du Flambeau Tribe, the Planning office and the Tribal Roads staff made the project a reality. "This service has been a community need for some time, and it is rewarding to see coordinated planning efforts come to fruition," said Emerson Coy, director of planning.

As more information is available, *Inwevin* will keep you updated. We hope you will enjoy *Inwevin* while traveling.

Tribe Seeks to Secure Funds from Department of Health Services

Lac du Flambeau Tribal Council Members met with officials from the Wisconsin Department of Health Services in Wausau on Oct. 14 to discuss funding opportunities for the Transitional Living Homes project on the Reservation. Wisconsin Department of Health Services Secretary Kitty Rhoades, Wisconsin Medicaid Director Brett Davis and Department of Health Services Tribal Liaison Gail Nahwahquah met with Tribal Council Members Gus Theobald, Frank Mitchell, Ruben Santiesteban, Brooks Big John, Secretary Jamie Armstrong, President Tom Maulson, and Peter Christensen Health Director Randy Samuelson to hear about the Tribe's plans to develop four residential homes that will serve as "safe houses" for Tribal families in crises.

Details as to the exact designation of each home are not yet finalized, although Tribal leaders did indicate they will be used to help rehabilitate individuals and families struggling with drug, alcohol or other issues. The uses that have been discussed include having the homes serve as residential treatment facilities, juvenile or adult group homes, and transitioning to clean living homes, to name a few. Although all 11 of the Tribes within the state were invited to the Wausau meeting, Lac du Flambeau was the only one to attend.



The Tribe will be assembling a team that will be charged with developing a needs assessment for the project. PCHC Director Randy Samuelson will spearhead the team's effort to provide the state with a plan that will detail the exact purpose, use and financial needs of each home. The initial plan includes possible collaboration between programs within the Tribe including Social Services, Indian Child Welfare, Law Enforcement, Domestic Abuse and the Family Resource Center. The programs will look at how the homes can best serve the community - and more specifically, how the homes can help individuals and families that are in crisis situations. Some of the homes may be staffed with AODA or mental health professionals to help guide and support clients and families.

"We've been talking to the state over the course of the last half a year or so," said Tribal Council Member Brooks Big John. "Gail Nahwahquah came to Lac du Flambeau and visited the homes. We took her on a tour of each site to show the state that we are serious about this. It demonstrates our commitment to helping our Members get back on their feet," continued Big John. Big John says the state verbally committed to funding the project, and believes that Lac du Flambeau being the only Tribe to attend the meeting solidified the Tribe's chances. "I know that some of our Membership is concerned about the Council traveling and I understand their concern. I hope our Membership realizes that we are continually working to help our community," said Big John.

TERO

The responsibility of the Tribal Employee Rights Ordinance office (TERO) is to create and enforce the TERO Code. The purpose of the code is to promote employment of enrolled Native Americans in accordance with federal law, and to prevent discrimination against Indians in the employment practices of employers within the jurisdiction of the Tribe. The TERO office may also assist employers, contractors and subcontractors in the fair employment of Indians living on or near the Reservation. The office monitors and enforces contracting preference for Indian-owned businesses to ensure there are ample business opportunities for Native people. The office is responsible for collecting data on the number of Native Americans working on the Reservation and ensuring that all provisions in the TERO Code are followed.

The TERO office was actively involved in the Highway 47 resurfacing project and monitored the hiring practices of the contractors performing the work. Site visits, meetings with company officials, and ongoing dialogue were vital in keeping LDF Tribal Members working throughout the course of the project. This was in large part due to the efforts of the Tribal Council and TERO office.

According to a recent report from Integrity Grading & Excavating, Inc., a total of 3,187 hours were worked by Native Americans on the Highway 47 construction project. The Tribal Roads Department worked 752 hours, earning \$63,920 for the Tribe.

Ruth E. Geier, vice president, EEO officer with Integrity Grading & Excavating, Inc., noted, "Our employee and LDF Tribal Member Shane Philemon, has been doing an outstanding job."

Our foreman and project manager on the project have been pleased with his work ethic and reliability on the project."

For more information on TERO, please contact Brooks Big John.

CHAIRMAN'S CORNER

Boozhoo,

The chill of winter is definitely in the air. Many of the Creator's animals have taken refuge within the Earth and all but the most hardy of our winged relatives remain. The trees have offered their leaves to cover Mother Earth in anticipation of the cold, short days ahead. I am hopeful that our Membership has taken the necessary steps in preparing for the next several months of Biiboon (winter). This is a very challenging time of year for many of us, so let's remember to look out for our neighbors and one another, should we see someone in need. Our way is one of kinship and giving, our Anishinaabe teachings dictate how to live a good, wholesome life. If we ground ourselves in the ways of our Ancestors, we will persevere and prosper.

As some of you may already be aware, our police department recently had to deal with a serious issue. Four Tribal police officers were involved in off-duty behavior that was inappropriate and unacceptable. Our Tribal police department holds our officers to very high moral and ethical standards, and nothing less is expected. It was discovered that the four had engaged in off-duty social activity that called into question their ability to make sound decisions. After investigating the incident, both our chief of police and Law Enforcement Committee saw the need to dismiss the officers. Our community deserves and expects nothing but the highest degree of service from those entrusted to protect us. I applaud Chief Brandenburg for taking quick and decisive action in response to this situation. I also commend the Law Enforcement Committee for reinforcing our police department's policies and procedures. This sends a message that no one is above the law or above violating the Tribe's employee policies and procedures. Let me be clear in saying that I support our law enforcement personnel and the moral turpitude of a few should not negatively reflect on the great work on the rest of the department.

We have a number of projects that are underway or nearing completion. The Highway 47 road resurfacing is all but complete. This was a major project that lowered the highway shoulders and put new guardrails in by Raven Lake. Sidewalks were added from Thorofare Road to the Community Center, which improves safety for our children. Keep in mind the intersection by the Tribal Center is now a four-way stop. As I mentioned last month, this project was a test site for our Tribal Employee Rights Ordinance office, and helped to put Tribal Members and other Native American people to work. The TERO Program is designed to give Indian people an opportunity to prove that we can perform as good as or better than anyone else. It was good to see our Members such as Mike Bodoh, Santana Chapman, Shane Philemon and others out there working to improve our reservation. Our Tribal Members who worked on this project now have career opportunities in the highway construction industry.

Our Giikendaasowin Education Department is continuing their great work in helping our Members accomplish their dreams and aspirations. I cannot say enough about the work that Director Joni Theobald and her staff do. Their dedication to providing career pathways for our people is inspiring. The Education Department is continuously bringing training opportunities to the reservation. Joni is currently in the process of developing the "Youth Build Program," which will offer career training in the construction industry (carpentry, laborers and heavy equipment) to individuals between the ages of 18 and 24 who wish to build their skill set and education level. This program ties in directly with the LDF Construction Company by building the Tribe's workforce capacity. Individuals who complete the Youth Build Program will have the opportunity to take advantage of union apprenticeships through the construction company. With the Chippewa Housing Authority's plans to build 20 new homes, which will be known as the "Eagles Nest" development, the Youth



Build Program will prepare our workforce to be a part of the continued progress of the Tribe.

The renovation of the three transitional living homes which I previously spoke of is almost complete. Our LDF Construction Company, whose employees are all Tribal Members, has done an outstanding job in getting these units ready for use. Take a look at the story in this paper, along with photos of the crews.

A team of service professionals comprised of Family Resource Center, Domestic Abuse Program and Peter Christensen Health Center staff will determine the criteria for prospective clients of the transitional homes. Members of the Tribal Council traveled to Wausau in October to meet with officials from the State of Wisconsin's Department of Health Services to secure funding to operate the homes. These homes will allow clean living environments for our Members who want to become healthy and self-sufficient.

Work continues on the Boys Dormitory and we are in the process of trying to secure \$250,000 from the State of Wisconsin to complete the inside of the facility. The exterior of the building is nearly done and when the entire renovation is complete, the dorm will house a number of Tribal programs and pay tribute to our ancestors who endured great suffering as part of forced assimilation. The Boys Dorm evokes mixed emotions from people in the community, but ultimately stands as a reminder of our strength and endurance as Indian people.

The Tribe's Constitution Committee continues to hold community meetings to discuss amending Article VIII of the Constitution. We have had great community involvement at these meetings and it is imperative that the Tribal Membership continue to research and educate ourselves to this issue. We will soon be conducting a secretarial election to determine whether we eliminate the Department of Interior's oversight of our constitutional amendment process. Our Election Committee is also conducting its own series of educational sessions in regard to changes in the Tribe's election code. I strongly encourage community participation in all of these affairs. These are extremely important decisions that will affect the future of our Tribe for generations to come.

I know there are concerns from the Membership regarding the proposed Exclusion-Removal Code or "Banishment" Code, as it has come to be known. I would like to recognize Richard Jack, chairman of the Constitution Committee, for the amount of work he has put in to organize the community meetings on this topic. We have received incredible input at the Exclusion-Removal Code meetings. Over 200 people turned out for the meeting last month and had direct influence on the language and criteria to be used in the proposed code. Our Council sees the need to protect the Membership from the damage that illegal drugs and criminal activity cause in our community. It isn't our intent to arbitrarily pass

judgment, but to offer a safe and healthy environment for our children to grow in. It is good to see our community working together to create ordinances and codes that enhance the quality of life here on our reservation.

I want to address the issue of my health, as I know it has been an area of concern to some of my friends and our Membership. I'd like to start by saying that I have suffered for years with what is known as A-fib or atrial fibrillation. Unfortunately, this is a rather common condition that causes an abnormal heart beat. My doctor has instructed me to get a little more rest, along with prescribing medication due to my body retaining excess water. My doctor is closely monitoring the situation and I will say that this has made me more conscious of how I care for my health. I have had more doctor appointments lately and have undergone some tests, but have dealt with this condition for years. I appreciate all the prayers and well wishes from friends, colleagues and the Membership. Miigwitch for your concern!

In closing, I think about what the holidays mean to me as an Indian person. On one hand, I think about the culture and beliefs that were forced upon us by the larger society. I see what the historic trauma has done to us and recognize the struggles our people endured. I often live those same struggles. It's not easy to walk in two worlds. On the other hand, I can appreciate the true essence of Christmas, which is love and giving unconditionally to our fellow human being. We have always been a resourceful, adaptive people. We take the best of any situation and use it to better ourselves. I truly wish the best to everyone. Let's be kinder to one another and collaborate to make our Tribe the best it can be. May the Creator, Gitchii Manido, The Great Spirit, bless us with good health and prosperity in the New Year. Merry Christmas and Happy New Year!

Miigwitch,
President Tom Maulson

Tribal Elders Attend AGLOW National Conference



Marge "Grandma" Greene, seated, and Mildred "Tinker" Schuman, standing.

Tribal Elders Marge Greene and Tinker Schuman attended AGLOW National Conference in Orlando, Florida, Sept. 26-29, 2013. AGLOW is a non-denominational organization that shares cultures, faiths and beliefs. The movement is grounded in the belief that God is the same being, regardless of the name you use to acknowledge Him.

"The AGLOW movement builds on commonalities and similarities that different religions and faiths have, rather than allowing the differences to keep people apart," said Elder Marge Greene. "It is such a positive event, we encourage everyone to come and share the experience." Tinker and Marge both said the event was an incredible experience and they would like to thank the Tribal Council. "From the bottom of our hearts, we want to say Chi Miigwitch to the Tribal Council for supporting us and allowing us to represent the Tribe at this year's gathering."

Woodland Indian Art Center

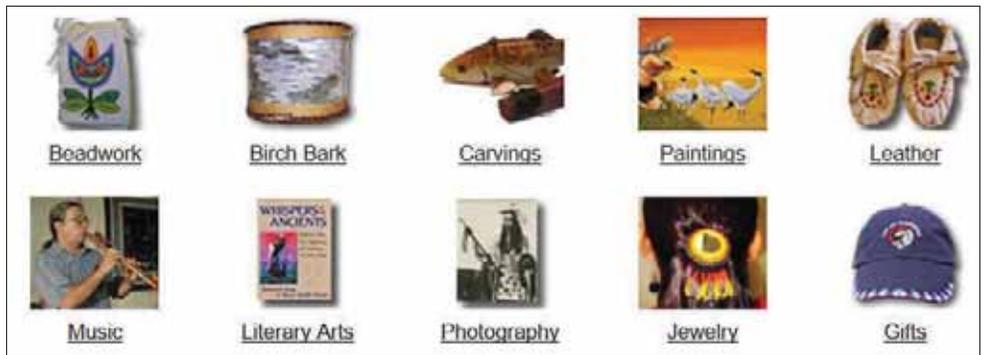
While the Woodland Indian Art Center building is now closed until May 1, 2014, much work is being done to promote local artists and support Native artists' entrepreneurial efforts. The building may be closed, but the updated website, www.woodlandindianartcenter.org, is showcasing regional artists and more than 400 pieces of artwork online.

Artists featured online include April and Jarrod Stone-Dahl, Bobby "Bullet" St. Germaine, Brooks Big John, Darren Thompson, David Peterson, Donnie Carufel, Frank Montano, Greg Johnson, Isaiah Brokenleg, Jamie Armstrong, Jerry LaBarge, Moses (Amik) Beaver, Native Wisdom, Rabbett Before Horses, Richard McCoy, Sr., Sandra Peterson, Wabanoonkwe Turquoise Soul, and Wade Fernandez & the Black Wolf.

The Woodland Indian Art Center is home to a gallery featuring artwork from Native American artists from across the Woodland region. The art center works with musicians, writers, dancers and other contemporary Native artists to showcase their work. The art center also assists Native artists with their professional development through workshops in leadership training, financial literacy, technical assistance, mentoring, e-commerce, sales and marketing, and networking.

The Woodland Indian Art Center is an initiative through Northwoods NiiJii Enterprise Community, Inc. Northwoods NiiJii EC knows that making every effort to empower individuals and communities through their own unique culture and artistic expression is a significant part of ending economic and cultural poverty, and building sustainable communities for the seventh generation. In 2009 Northwoods NiiJii launched the Woodland Indian Arts Initiative specifically to leverage the artistic and cultural assets of the community to create significant economic growth for the people they serve and the Woodlands region.

In three short years, the Northwoods NiiJii Woodland Indian Arts Initiative has accomplished key, critical steps toward empowering individuals and communities through arts and culture.



The Woodland Indian Arts Initiative consists of three components: a regional arts capacity development initiative, an artist incubator retail gallery and arts center, and support for cultural and artistic spaces. This initiative is NiiJii's largest program, with approximately \$778,000 in grants under management, wide and diverse partners, and national recognition. To date, accomplishments include:

- Developed a regional cultural tourist destination by opening the Woodland Indian Art Center, now in its third year of operation in Lac du Flambeau, and creating a Native arts incubator for the sale and promotion of Native art from over 200 artists from the Woodlands region.
- Provided Native arts and cultural programs, exhibitions, workshops and events, and created cross-cultural partnerships with other local, regional and national non-profits for economic development.
- Provided entrepreneurial technical training and support to over 100 individuals to increase economic self-sufficiency in the areas of financial literacy, loan funds for artists, marketing and promotion, sales and distribution, and utilizing technology, web design and e-commerce workshops.
- Assisted over 10 Native artists and Native arts organizations in grant writing and program development with

over \$50,000 in grants awarded directly to Native artists.

- Assisted communities in strengthening, developing and building their arts and cultural facilities, including seed funding to build the Menominee Museum and Cultural Center, and project management and funding for a new Native Cultural Performing Arts Center in Lac du Flambeau.

To ensure the future success of the artists, Northwoods NiiJii has hired Larry Kinnett to coordinate the marketing and website updates. Larry is interviewing artists, uploading images and working to ensure the website is found on Internet search engines. His long-term goal is to create a Native American artists directory. "I want to sell the artists along with the artwork," he said. "We have more than 400 items already on the Woodland Indian Art Center website, and many items are available for purchase."

Many people may already be familiar with Larry, as he is currently teaching at LCO College as well as teaching computer classes for Tribal employees at the Tribal Community Center.

If you are looking for the perfect Christmas gift, visit the website at www.woodlandindianartcenter.org. You may also email the Woodland Indian Art Center at info@woodlandindianartcenter.org.

Why Does the Council Travel?

One of the most contentious budget items that is discussed among Tribal Members is Tribal Council travel. Many ask *Why?*

When an individual is elected to Council, their life is no longer their own. They commit to serve the people. The candidate knows well before the first person signs their nomination papers that their duties and responsibilities to the Tribe come before just about all else. Once the oath of office is administered and they are sworn in, their perspective goes from that of their constituency to that of the entire Membership. With accepting the role as an elected leader comes tremendous responsibility, including advocating for the Tribe's initiatives.

Seeking improvements in health care, education and economic development requires seeking out new opportunities and potential funding sources. In order to further the Tribe's development as a nation, Council Members must constantly pursue leads. This, coupled with the need to represent the community as a political entity, dictates the need to travel. Many times Council Members forego personal and family interests to perform their duties. This was known before running for office

and is accepted as part of the position. Yet the sacrificing of time with family and community is a taxing reality that Council Members deal with on a regular basis.

Travel as a Council Member is essential in securing funding from federal, state and other agencies. Whether it's meeting with political officials, business representatives or other Tribal leaders, traveling is part of the life of a Tribal Council Member. The State of Wisconsin, under Governor Doyle, issued Executive Order #39 in 2004. The order recognizes the sovereignty of Wisconsin's Tribal Nations and requires state agencies to consult with Tribal leaders regularly on a wide array of issues that affect the state's Tribal populations. Treaty rights, legal updates and program funding are just a few of the topics discussed at these meetings. Tribal Council Member Brooks Big John says that meeting with leaders from other Tribes is important to economic development and in holding both the state and federal government to their responsibilities to Indian people. "The Wisconsin Chippewa Federation meetings are a great example of why we can't just sit at home and expect things to get better," said Big John. Newly elected Council

Member and secretary Jamie Armstrong attended the recent federation meeting. "We are a Chippewa Tribe, and each Tribe has representatives at the meetings. It's nice to see the Tribes coming together to help each other instead of working against each other," said Armstrong. "I think the costs are too high in meetings here, but I personally know that the work doesn't stop when the meeting is done. What's fair? What amount of work is compensated? It's a tough question," she continued.

"If we weren't out there pounding on doors and chasing people down, we wouldn't have near the funding we currently have now," added Big John when referring to state and federal grant opportunities. Tribal Council Member Gus Theobald attends the Voight Task Force and Wisconsin Tribal Conservation Advancement Council meetings, always searching for funding sources for the forestry, fish hatchery and education programs as well as for restoration grants for the Tribe. "The travel and meeting times can be long, but the funding for our Tribe is important," said Theobald.

In addition to pursuing funding sources from the state and federal government, Big John indicates that developing relationships for the purpose of furthering the Tribe's political agenda is necessary

in protecting treaty rights and expanding the economy. "Networking and cultivating allies in our never-ending fight to protect the environment, our treaty rights, and creating viable business opportunities is the only way we will ever get where we want to go," said Big John. "Part of our job is to meet with people and educate them to the plight of our community. We have many unmet needs, and by us getting out there and addressing these issues with people that can help, we keep our voices in the minds of those key people," added Big John.

The Tribe is in a position to continue to move progressively into the future as a major political and economic player. However, before the Tribe can truly prosper, the needs of the community must be met. Big John says the only way to break the poverty and economic hardships at home is to consistently pursue funding opportunities, whether through grants from government agencies or by boosting Tribal revenue through expanding the Tribe's economic base. By bringing those opportunities back to the Reservation, our Council can uphold their promise to serve the Tribe. "It isn't easy being away from home so much, but we want to see our community grow. We are going to make great things happen for Lac du Flambeau," said Big John.

NATIVE AMERICAN SHOWCASE

**FEATURED ARTISTS:
JIM RUEL, JESSICA SHARLOW AND KELLY JACKSON**



**SATURDAY, NOVEMBER 30
7PM • \$5 ADMISSION**

(Proceeds to benefit local charity)

Jim Ruel is a Native American “nerd” comedian who grew up in Milwaukee, WI. Jim has been featured on Showtime, the BBC and Comedy Central.

Jessica Sharlow is a Bad River Band of Lake Superior Chippewa tribal member and country music recording artist.

Kelly Jackson is a Lac du Flambeau Band of Lake Superior Chippewa tribal member recording artist whose music represents her deep cultural appreciation.

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Must be 18, unless otherwise noted. Ages 14-17 are welcome when accompanied by an adult. See Guest Services for complete details. We reserve the right to alter or cancel any event without notice.