



Malayna Delcampo Auditions for Disney Channel

Malayna Delcampo, 9 years old, is the daughter of Lorenzo Delcampo and Felicia Miller. Malayna attends Hayward School.



Malayna went to Duluth, Minnesota for an audition to be on the Disney Channel, she got a call back to go to Orlando, Florida for an audition there. Malayna auditioned with another 2000 kids from around the world. She got two call backs from a Model and Talent agent. She will be going to Minneapolis to meet her agent.

Malayna would like to thank the LCO Tribal Governing Board and everyone else who helped fundraise for making this dream possible.

LCO Casino Winner



The LCO Casino Lodge & Convention Center awarded \$1.5 million to jackpot winner Tami DeMarr of Hayward on Friday, November 30.

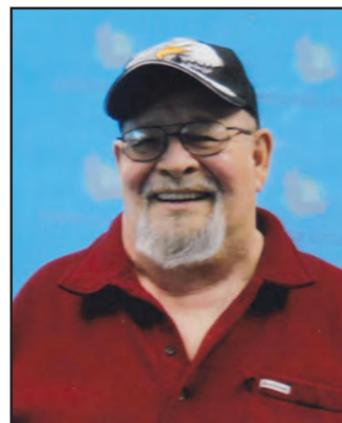
“Congratulations to Tami on her big win here at LCO Casino,” said LCO Casino Lodge & Convention Center Chief Executive Officer Lee Harden. “There are two very cool things about this win. This happened on the birthday of her twin sons and it was 30 years to the day that Michael Jackson’s ‘Thriller’ album was released. We couldn’t be happier for her.”

LCO Casino Lodge & Convention Center recently introduced 400 brand new chairs to the gaming floor and installed 60 new slot games.

According to DeMarr, her immediate plans for the win include purchasing a new handicap-accessible van for her daughter.

Wisconsin Lottery Big Winner

On November 24th, LCO Tribal member Frank Schmock had a surprise that we all wish for. Frank hit all six of his numbers to win the Wisconsin State Lottery game, Supercash for \$350,000! Mr. Schmock drove to Madison on the 28th to collect \$235,000 after taxes.



Congratulations, Frank!

Message from the Chairman

As we close out the year, I look forward to 2013 with confidence and optimism that Lac Courte Oreilles will reach financial stability with a balanced budget. In spite of our nation’s turbulent economy and anticipating the Congressional budget cuts, we have no choice but to exercise responsible leadership at Lac Courte Oreilles. As I mentioned in six General Membership meetings, we face hard times and reaching solvency is not easy. This requires difficult decisions by responsible leadership; decisions that could perhaps threaten political turf but, in the “big picture,” prove beneficial to all tribal members.



In our recent meeting this week on the Tribal budget we discussed a 2.2 million dollar tribal deficit, if, however, we carry out cost containment measures and implement budget cuts, we can realize a balanced budget and perhaps expect a small surplus in less than two years. Keep in mind a balanced Tribal budget insures job stability, improved essential services to our elders and young, health education and economic development opportunities.

As the Governing Board, we have upcoming budget sessions to endure that require priorities be established in regard to programs and essential services. For example, I recently visited the Elder Center in Reserve and spoke with our Director of Elder Services and was brought to my attention critical support staff are working less than 32 hours on bare minimum wages with no benefits and the program needs approximately \$35,000 to help produce equitable wages and prevent staff turnover. Our immediate challenge as leaders is how do we produce a creative solution to this one problem?

The theme I promote and strongly believe in is Mission Possible; however this requires our elected leadership to embrace a vision determined by the overall greater need of the Tribe and stick to it without wavering. This process of responsible leadership ultimately delivers results and stimulates opportunities for not only this present generation but future generations of our Tribe.

In closing, a special thanks to Lonnie Barber for launching this first issue of the Lac Courte Oreilles newsletter. As the nation grieves, let us remember
(continued on page 10)



To all Tribal Members, Program Directors and Managers:

I am happy to announce that Chairman Gordon Thayer and the Tribal Governing Board have asked me to organize, edit, and print a monthly Tribal newsletter. The Tribal Governing Board wants to keep the membership informed on Tribal business, community events, community news and state and national news which affects Ojibwe country.

This will be a LCO Tribal newsletter, which will need input from everyone. Please forward this e-mail to all of your co-workers, family and friends. I will not accept rumors, innuendo, personal attacks or assumptions. This newsletter will be a conduit for accurate and factual information between the LCO Tribal Government, LCO Tribal Entities and the LCO people.

For years, it seems, all we see in the local county newspaper about Lac Courte Oreilles is the negative. I believe that there are a lot of positive and inspirational stories and people on the LCO Reservation that need to be recognized. At the same time, we will have our share of "dirty laundry", which this newsletter will not be afraid to confront. This is a big step by the LCO TGB in facing accountability.

I will soon be visiting all Tribal entities to introduce myself and start gathering announcements, interviews, photos, and news of interest to the LCO people. Please remember that this is "our" newsletter. I will need help from everyone to make it successful and something we can all be proud of.

Miigwetch!

NOTICE TO ALL INDIVIDUALS WHO OWE FORFEITURES TO LCO TRIBAL COURT

If you have a forfeiture that is overdue from a citation you’ve received and you have not made a payment towards it, you will be entered into the State Tax Intercept System. This means the entire amount that is due to the Tribal Court will be taken out of your state refund. In addition, if you are expecting a refund that is more than what you owe to the court, the remainder of your refund will not be processed for up to two months after the intercept.

To avoid having your refund intercepted, a payment must be made in order for your name to be taken out of the state’s system. Thank you for your cooperation.



LAC COURTE OREILLES CHAIRMAN GORDON THAYER PRESENTS GOVERNOR WALKER WITH WILD RICING STICKS, WHICH THE GOVERNOR PROMISED TO HANG ON HIS OFFICE WALL AT THE STATE CAPITOL.



GOVERNOR WALKER TOURS THE LCO OJIBWE COMMUNITY COLLEGE CULTURAL CENTER.



GOVERNOR WALKER POSES WITH LAC COURTE OREILLES YOUTH COUNCIL MEMBERS (FROM LEFT) ROGER MUSTACHE, RYAN BUNKER AND AMANDA KINGFISHER.



GOVERNOR WALKER MEETS WITH TRIBAL REPRESENTATIVES FROM ACROSS WISCONSIN AT LAC COURTE OREILLES.

Wisconsin Governor Scott Walker and State Budget Director Meet with Tribes at Lac Courte Oreilles

Wisconsin Governor Scott Walker met with Lac Courte Oreilles and other tribal officials from across the state at the Lac Courte Oreilles tribal office November 8. The meeting was a regular quarterly meeting Walker has scheduled with tribal officials to provide discussion and updates on statewide issues. Walker was joined by Wisconsin State Budget Director Brian Hayes.

Among the topics discussed was a strong emphasis on promoting economic development initiatives within Wisconsin reservations and how the tribes can better work with the state to promote growth. Governor Walker stressed greater availability of job center services to help tribal members find employment.

Lac Courte Oreilles Chairman Gordon Thayer explained the tribes' desire to maintain a liaison office near the Capitol in Madison to promote awareness of Wisconsin's indigenous populations as a type of cultural center, and to also use such a facility to provide access more readily to legislators and state officials to champion tribal issues and perspectives.

Governor Walker cited the benefits of such an office and is willing to help the tribes secure office space in the Justice Building one block from the Capitol mall.

Another discussion was held regarding the abuse of prescription and illicit drugs on reservations and how the state might provide better resources and prevention funding to help curb drug abuse among native populations.

Another significant topic was mining in northern Wisconsin, with the tribes resolute in asserting opposition to mining that damages the environment, but not to the jobs mining would create. Governor Walker stated that establishing a streamlined, yet thorough, process for any company looking to obtain mining permits within the state was important to his administration.

Following the meeting, Governor Walker posed with the Lac Courte Oreilles Youth Council and also toured the cultural center at the Lac Courte Oreilles Ojibwe Community College.

From the Lac Courte Oreilles Ojibwa Community College

This is Ray Burns, President of the Lac Courte Oreilles Ojibwa Community College giving everyone a little update of what's been going on at the college.

This Fall Semester had the largest enrollment in the college's history and is a sign of things to come. The college has started several new initiatives to reach out to the community such as offering casino management classes at the casinos themselves for those employees who are looking to improve their positions. We are also working with local jails to offer classes to incarcerated students to give them the tools they need to break the cycle and move forward with their lives. That is the theme for the college... moving forward.

In breaking news, Chairman Gordon Thayer, liaison to the Board of Regents Rusty Barber, Board of Regents Chairman Jason Bisonette, Interim Academic Dean Beth Paap, and yours truly presented testimony to the Higher Learning Commission to renew our accreditation. After a long afternoon of presenting evidence and deliberating, the Commission renewed the college's accreditation for another seven years!

And, as the Fall Semester comes to a close, I and the staff and faculty of the college would like to wish everyone and their families a safe and happy Holiday season.

Tribal Office Staff Changes

At the last Director's Meeting, new staff and current staff with new titles were introduced:

Robin Tainter	Elder Center Head Cook/Driver
Ariana Johnson	LCO Clerk of Court
Gwendolyn Carley	Interim Director Oakwood Haven
Jason Weaver	Public Works Director
Tammy Garcia	Court Clerk Administrator
Caroline Corbine	HR Assistant
Sandy Carley	TANF Director
Carol Hamblin	Aging & Disabilities Resource Specialist
Donna Isham	TANF Assistant/Case Manager
Terri Tainter	TANF Case Manager
Amy Quaderer	Higher Education Assistant
Katie Bisonette	Income Maintenance Specialist

Lac Courte Oreilles College Students Urged to Apply for Washington, D.C. Internship Program

The Udall Foundation is currently recruiting Native American college students to apply for its 10-week, Udall Native American Congressional Internship Program in Washington, D.C. This program is geared toward students who wish to learn more about the federal government and issues affecting Indian country.

The internship is fully-funded by the foundation and includes round-trip airfare, housing, per-diem for food and incidentals, and an educational stipend at the close of the program.

Interns will work inside congressional and agency offices and have the opportunity to research legislative issues important to tribal communities, network with key public officials and tribal advocacy groups, experience an insider's view of the federal government, and enhance their understanding of nation-building and tribal self-governance.

Students of tribal colleges are especially encouraged to apply.

More information and the full 2013 application packet is available at www.udall.gov. Information is also available at <http://www.udall.gov/OurPrograms/NACInternship/NACInternship.aspx>. Applications must be postmarked by January 31, 2013 received at the Udall Foundation.



Lac Courte Oreilles Youth Council Elects Officers



PICTURED FROM LEFT TO RIGHT: HEATHER MARTINSON (VICE-PRESIDENT), SHAELY DUFFY (SECRETARY), MADILYN DUFFY (SPEAKER OF THE HOUSE), RYAN BUNKER JR (TREASURER), AND JOSHUA MARTIN (PRESIDENT)

The Lac Courte Oreilles Youth Council elected its first slate of officers at its regular weekly meeting December 5. The new officers include: President Joshua Martin, Vice President Heather Martinson, Secretary Shaely Duffy, Treasurer Ryan Bunker Jr., and Speaker of the House Madilyn Duffy.

The Youth Council serves to give a voice to the youth of Lac Courte Oreilles, periodically reporting to and advising members of the Lac Courte Oreilles Tribal Governing Board on issues facing tribal youth. Part of the council's mission is to coordinate and plan events for tribal youth and families and support positive dialogue within the community. Meetings are held every Wednesday from 5 to 7 p.m. in the Tribal Governing Board Conference Room.

For more information about the Youth Council, please visit its page on the tribal website at www.lco-nsn.gov.

Message from the Chairman *(continued from page 1)*
in our prayers the community of Sandy Hook school that lost the 20 children and six others and for the Creator to watch over our little ones. On behalf of my family I wish you a very special Christmas warmed by the hearts of your loved ones and a very happy and safe New Year!

Sincerely, Gordon C. Thayer

Tribal Governing Board Greetings

Greetings from Vice-Chairman, Bill Morrow

I would like to take this time and wish everyone a Merry Christmas and a prosperous/Happy New Year. Hoping all will be Safe, Healthy, Happy and Responsible. Cherish all your loved ones and memories of those no longer with us.

Sincerely, Bill Morrow



Happy Holidays!

I wish everyone a very 'Merry Christmas' and an extra 'Happy New Year' and may Gichi-Manidoo bless all with good health, peace, and prosperity. Miigwetch for everything that each and everyone of you do to strengthen and help our beloved Lac Courte Oreilles Tribe.

Bizhiki, Larry Kagigebi



Season's Greetings to all and hope our Christmas and New Year bring you Joy, Happiness, and Good Health. Keep your Holidays safe and enjoy 2013!

Don Carley, LCO Tribal Councilmember



Wishing everyone Happy Holidays and a safe and prosperous 2013! Go Packers!

Michael "Mic" Isham



To all of our families, I want to wish you all a great Holiday season! May 2013 be the best for you and your loved ones!

Gary "Little Guy" Clause & Family



I would like to extend the best and safest Holiday Season to all of Lac Courte Oreilles! May health, happiness and harmony be at your side in 2013!

Russell "Rusty" Barber

Lac Courte Oreilles Councilman Rusty Barber Receives 2012 WisDOT Tribal Excellence Award

Lac Courte Oreilles Tribal Governing Board Member Rusty Barber is the recipient of a Wisconsin Department of Transportation (WisDOT) Tribal Excellence Award and will be recognized at the Wisconsin Tribal Transportation Conference December 11 at Lac du Flambeau.

Tribal Excellence Awards are presented annually during the WisDOT Tribal Transportation Conferences. Award recipients are recognized for providing exemplary contributions and services to building and enhancing partnerships with WisDOT and the state's tribal communities.

A December 10 Proclamation issued by the Lac Courte Oreilles Tribal Governing Board and signed by Chairman Gordon Thayer recognized Barber's work and dedication.

"Russell Barber's many contributions to our tribal community are an example of traditional Ojibwe leadership and a positive reflection of his family and members of the Lac Courte Oreilles Tribe," the proclamation reads. "Barber is a highly-respected tribal leader and he is hereby publicly recognized and honored for his years of leadership and community service. His efforts will continue to inspire the leaders of our tribe; and the Tribal Governing Board wishes to recognize his efforts and thank him on behalf of the members of the Lac Courte Oreilles Band of Lake Superior Chippewa Indians."

"On behalf of the Wisconsin Department of Transportation and the WisDOT Tribal Transportation Conference Planning Committee, I extend my sincere gratitude for your outstanding performance and commitment to facilitating a stronger relationship between the WisDOT and Wisconsin tribal nations," said WisDOT Statewide Tribal Liaison Kelly Jackson. "While serving on all three WisDOT advisory groups: the WisDOT Tribal Task Force, the Tribal Historic Preservation Project, and the Tribal Labor Advisory Committee, you have brought a wealth of knowledge to these groups and have provided immeasurable amounts of time to the many areas of concern raised at each of the advisory groups. Your critical involvement has insured that tribal interests are included in WisDOT policy, procedures and projects."

Dr. Richard St. Germaine Recognized as Educator of the Year by National Indian Education Association

Prolific writer, speaker and charismatic leader from Lac Courte Oreilles, Dr. Richard St. Germaine, received the 2012 Educator of the Year Award at the National Indian Education Association Convention on October 21, 2012 in Oklahoma City, Okla. Rick was one of five NIEA members honored for their significant accomplishments in improving the lives of American Indians through education.

Rick has a long history of Indian activism, from the Winter Dam takeover in the 1970s, to national recognition as an expert in and proponent of Indian education. Rick received a bachelor's degree in Secondary Education from the University of Wisconsin-Eau Claire and a master's of education and doctorate in Educational Administration from Arizona State University. He spent two years at Harvard University where he was Senior Visiting Scholar with the Kennedy School of Government and Lecturer with the Graduate School of Education.

Rick is a retired Professor of History at the University of Wisconsin-Eau Claire and is now employed by the Mille Lacs Band of Ojibwe (Minn.) in the planning, development and administration of educational institutions. He contributes his time to Lac Courte Oreilles as Coordinator and Consultant to the Lac Courte Oreilles LEARN Commission.



End of Calendar Year Report

– from Glenn Hall, CFO

Under the leadership of Lee Harden, CEO, we are just completing the first year of a three year plan to reorganize the LCO Casino, Lodge & Convention Center to realize greater efficiencies and profit performance. The transition to new leadership has occurred relatively smoothly and our work on various tactical and strategic initiatives continues.

Much of my time as CFO has been spent putting the new accounting system into place. This important change has occurred in order to achieve a modern standardized accounting system (QuickBooks Enterprise Accounting 2012). The LCO Casino Accounting Department started using the system on July 1, 2012. In addition, the other tribally owned LCO Enterprises (LCO Country Store & Quick Stop; LCO Development Corp.; The Landing; Spirit and Spur C-Stores) went on line with the new system as of August 1, 2012. Taking this action has helped to standardize the accounting systems for our accounting personnel, enterprise management and our governing boards. We are working with Deb Meyers of Anderson, Hager and Moe, a local accounting firm, to train our personnel in the use of this new system. This effort is going well and we are reaching the timing goals for implementation set by management.

We have trained all enterprise management personnel on the use of the system, in a view and print capacity, in October 2012. However, due to concerns with data security, this portion of the system implementation has been put on hold. Once the print and view permissions are put in place, it will allow us to meet our goal to have accounting reports to management within a few days of the end of the month, so that they will have the information available to make better management decisions. Up until now, management has been forced to try to make decisions using reports that come out 30 to 60 days after the end of a reporting (usually monthly) period. This makes much of the data used for decision making old, which impacts the effectiveness of the businesses economic performance. We believe that this fact has contributed significantly to the past poor fiscal performance of these enterprises.

I have also been involved with finding ways to address the recent cash flow challenges that the Tribe has faced. To

that end, we have implemented a business fee and income distribution system that is designed to better reflect the cash flow cycle of the Tribe. As a part of this effort to stabilize the tribally owned enterprises' contributions to LCO's cash flow needs, all tribally owned enterprises will develop and submit capital and operational budgets to the Business Corporation for approval on an annual basis. We will also be developing and implementing policies and procedures designed for the unique needs of the various enterprises.

Once the initial enterprise specific budgets, including cash flow projections, are in place, we will put them on an annual schedule to be developed and presented to the Business Corporation at least 60 days prior to the beginning of the Tribe's fiscal year which begins October 1st of each year for all tribal enterprises except for the Casino, who's fiscal year ends on March 31st. We believe that putting this process in place will provide a foundation for stabilizing the flow of information, internal and external, needed to make sound business decisions. We continue to analyze and implement various recommendations to make our businesses operate better to achieve the goal of greater community economic development. Business improvement ideas to help us reach this goal have come from within our enterprises and from community members, as well as from the business managers.

We will continue to refine the role that marketing plays in the growth of enterprise profitability and we will be defining, planning and implementing marketing strategies designed to inform our customer base about the services and products that we have to offer them.

Our Tribal Governing Board (TGB) continues to develop the "Mission Possible" theme as a part of the effort to re-energize economic and business development for the Lac Courte Oreilles Tribe and surrounding area. TGB along with the LCO Business Corporation are continuing to refine the long term plans for business and economic development. As a part of long range planning, we will look at the possibility of upgrading our access to the internet in the upcoming year. Having good access can help us develop industry that is not tied to the seasonal aspects of our environment. Finding financial resources to help us move

Mino Maajisewin: "A GOOD BEGINNING"

MINO MAAJISEWIN

Mino Maajisewin is a voluntary home visitation program that is designed to support parents in the care and development of their baby and young children. Mino Maajisewin Home Visitation program goal is to enroll a woman as early as possible in her pregnancy or before the infant is three months old. The parent, child or guardian must be: an enrolled (or will enroll) Lac Courte Oreilles (LCO) Tribal Member residing in Sawyer County; and be either pregnant or have an infant under three months old.

WHAT CAN MINO MAAJISEWIN DO FOR YOU?

Once your family is enrolled in the LCO Mino Maajisewin Program, a home visitor comes to your home and shares current information about baby's development and what to expect throughout the first five (5) years of life. Our program utilizes the Growing Great Kids (GGK) curriculum which provides information about: Basic Care; Social and Emotional Development; Cues and Communication; Physical and Brain Development; Play and Stimulation; and Self Care for the caregiver. Your family home visitor will become someone you can count on. Your home visitor will listen to what you want out of life for you and your family, and then work with you to get it!

WHAT CAN MINO MAAJISEWIN DO FOR YOUR BABY?

Your family home visitor can help you give your baby the most important gift of all...a loving, nurturing, and happy Mother and Father. We do fun activities with baby to promote a positive learning experience and healthy brain development. Your home visitor will share ways to care for your baby that will help your child become the very best he/she can be.



WHAT ABOUT YOUR PARTNER?

Mino Maajisewin wants to help you strengthen your family. We want to involve both parents and help you be the best parent and partner you can be.



MINO MAAJISEWIN STAFF, FROM LEFT TO RIGHT: JENNY BISONETTE, MELODY GUIBORD, CHARITY VALENTIN, GERALDINE WHITEMAN, AND MARY F. TRIBBLE

Your home visitor will support you in being the kind of parent you want to be using your family values and personal goals.

WHERE DOES THIS TAKE PLACE?

Usually, your visits will be conducted in your home and will take approximately one hour. During this hour we will address concerns you may have and talk about fun ways to help baby grow.

HOW MUCH DOES IT COST?

Mino Maajisewin services costs you no money thanks to those in our community who care about children and healthy families.

WHERE ARE WE LOCATED?

Mino Maajisewin Home Visitation Program is located in the CDC Building on Highway K with offices located next to the LCO Vocational Rehabilitation Program.

WHERE CAN I GET MORE INFORMATION?

Please contact the following staff at (715) 634-1560 for further information or links to community resources:

Jenny Bisonette, Program Coordinator – extension 101
 Mary F. Tribble, Administrative Assistant – extension 100
 Melody Guibord, Home Visitor – extension 102
 Charity Valentin, Home Visitor – extension 103
 Geraldine Whiteman, Home Visitor – extension 104

LCO Head Start Christmas Program December 14 at the LCO Convention Center



our community forward is still a major challenge for our Tribe as a whole as well as for its enterprises. The lack of available capital puts severe limits on the options we can undertake to improve the economic prospects for our

community. We will continue to work on the improvement of our current enterprises as we look for ways to better utilize the renewable resources available to us.

Casino Improvements in Last 16 Months

– by Lee Harden CEO

Physical Plant:

- Site wide, front and back-of-house clean and organize project (Most improved areas - Facilities Maintenance Shop, Accounting (records retention area), Warehouse, Front of House & Food Service, Gaming floor).
- Repaired hazardous parking lot entrance/exit on HWY K.
- Restriped parking lot.
- Installed 3 new HVAC systems with enhanced smoke abatement filtering.
- Through capital spending reductions created enough funding to begin construction of a new office building to replace the current condemned, mold infested building formerly used for Marketing & Surveillance.

Financial, Operational & Organizational:

- Complete re-structure of management team to a hierarchal format rather than all-linear-management team reporting to one person.
- Instituted a four (4) module, on-site training plan to include: Management & Leadership, Casino Management Operations for non-managers, Customer Service and Personal Development.
- Hired two highly qualified executives: Mr. Glenn Hall as Chief Financial Officer and Mr. Steve Ditchkus as Chief Operating Officer.
- Re-wrote job descriptions for Director of Facilities and Director of Food & Beverage/Executive Chef.
- Revised approximately 40 Internal Controls for multiple Department operations.
- Re-structured our player database segmentation to reduce over-reinvestment of low monetary value players and increase visitation from higher value players.
- Successfully passed and completed all corrective actions for 3 sets of audit activity for the State of WI, Financial, Compliance and Payment.
- Successfully passed and completed all corrective actions for our annual Independent Financial Audit (Roe & Meyer).
- Successfully passed and completed all corrective

actions for our annual LCO Gaming Commission Compliance Audit (McGlavery).

- Presented a summary of the last 12 years of independent financial audits to resolve casino revenue and expense performance confusion.
- Implemented new Accounting Software (QuickBooks) to resolve accounting deficiencies and vastly improve report timing and accuracy.
- Implementation of management-wide use of Microsoft Outlook to improve organizational efficiency and productivity.
- Stopped and reversed an eight (8) consecutive year trend of declining casino net assets for the main casino as well as Grindstone Creek.
- Improved our expense-to-revenue ratio by reducing it from 68% to 57%.
- Upgraded the slot floor by installing 60 new game themes (20 more to come shortly) and 400 new chairs.
- Set higher standards for management performance.
- Complete rebuild of our LCO Casino web site.
- Conducted two all-employee meetings to provide a progress update and obtain their feedback about operational issues.

Projects in motion - slated for completion in 2014:

- Slot Online System upgrade (to improve data collection, report capability, analysis and guest experience at the machine).
- Installation of lightening protection.
- Executive and mid-level management strategic planning retreats scheduled for December and January.
- Continued slot floor upgrades.
- Remodeling lodge rooms to new specifications as funds allow.
- Compensation plan with new pay grades, wider bay ranges and 2 bonuses per employee, one based on individual performance and the other based on profitability of the casino.
- Feedback to Business Board, TGB and Employees from October, 2012 Employee Surveys.

Shakopee Sioux Support Phase 1

'Mission Possible'

The Lac Courte Oreilles Tribe developed a vision for a Five-Year Health and Wellness Initiative for the community. To reach that vision, however, the Tribe must first overcome serious economic constraints and increase its organizational capacity -- Phase I of the Five-Year Plan. This Phase also includes a strategy to ensure that the Tribe remains financially stable. Support was received from the Shakopee Mdewakanton Sioux community to fund Phase I of our "Mission Possible" Plan.

Economic Development & Financial Stability

To ensure the Tribe is on the road to financial stability, we have developed a structured business management corporation and have employed additional business staff. Funds have also been utilized to contract the expertise necessary for project development -- conceptual plans, appraisals, writers, -- and to resolve a bad bond deal that is draining cash from our tribal budget.

Work completed to date:

- CliftonLarsonAllen Company has been contracted to perform a Financial/ Management Assessment of tribal operations. Their report will be submitted within the month.
- Architectural & Engineering services have been secured for the Elderly Nutrition Center Addition & Remodel, the Landing, and the HideOut.
- Renegotiated tribal debt: Chippewa Valley Bank Loans, Housing Tax Credit issue.
- Worked with tribal businesses to increase profitability, and closed business that was operating at a loss.
- Developed a successful grant application from the Corporation for Supportive Housing, Multifamily program.

Work in progress:

- A Ten-Year Economic Development Action Plan is being developed consistent with the goal of our Smart Growth Comprehensive Plan: to ensure the economic and social well being of the Lac Courte Oreilles community.

- Bond Specialist: Working with the Tribal Governing Board, Bond Consultants and the LCO Casino to streamline financials, a pre-requisite to reopen and refinance the tribal bonds.
- Renegotiating tribal loans for lower interest rates and eliminate liens.
- Development of Supportive Housing project for the tribal community.
- Working with the Tribal Governing Board to implement the recommendations of CliftonLarsonAllen administrative assessment and the recommendations of Peter Lusich's Casino assessment.
- Planning for an \$8 million dollar wastewater treatment plant for Lac Courte Oreilles.
- Planning and development of a 24-unit Supportive Housing project for the Tribe.

Strengthen Tribal Administration and Operations

The Grants Department was strengthened with additional staff and technology.

Two grant writers, Administrative Assistant, IT and Research Assistant are employed, and Contract Writers have been secured. Successful projects include:

- U.S. Department of Education, Professional Development Indian Education: a project to create native teachers for the LCO K-12 School System. This project brought \$1,223,825 to the Tribe, a four-year project period.
- Retirement Research Foundation: a \$30,000 grant application to support planning efforts of the LCO Elders Association for an Assisted Living Facility for the Tribe.
- U.S. Department of Justice, Coordinated Tribal Assistance Solicitation: \$1.8 million dollars in grant funding.

Community Initiatives

Efforts have been undertaken by the Tribe to acquire resources for youth and elder services and a new Veterans Memorial.



A Gang Intervention Specialist has been employed to work with the Tribal Police Department.



Community Safety Center has been developed and held its grand opening on June 12, 2012.



Equipment has been purchased for the Martial Arts gym.



A van has been purchased for Elders Transportation.

Work in Progress:



Veteran's Memorial Center Planning and Development.