



LAC COURTE OREILLES NEWSPAPER

Odaawaa Zaaga'iganing Babaamaajimoo-mazina'igan

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The Official Publication of Lac Courte Oreilles Tribal Government

OCTOBER 2015

Lac Courte Oreilles Community Unites to Locate Missing Children

The initial response to the call was handled by the LCO Police Department. As the scope of the incident was evolved, a call for support was issued. Responding entities included the LCO Fire Department, the Sawyer County Search and Rescue team, the Sawyer County Sheriff's deputies, the Winter Fire Department, the Wisconsin State Patrol, and the Wisconsin Department of Criminal Investigation.

A door-to-door search was initiated, with all houses and buildings in the vicinity being searched, and a patrol of all roads commenced.

As word spread of the missing girls, volunteers assisted from the surrounding communities. The mother of one of the missing girls was quoted as saying, "I have great hope for the future of our Reservation. So many teenagers and young adults just showed up asking, 'is there anything I can do to help?'"

As the search continued, an incident command post was setup in New Post to organize the efforts of the agencies and volunteers. Following a preset checklist for search and rescue of missing children, the command center initiated a grid/ground search. Responding agencies and

volunteers were spaced 10 feet apart and walked in the dense, wooded areas north and west of the village.

At 4:30 am, the searchers located the girls huddled together and asleep. Following an examination by onsite EMS, the girls were released to their families.

LCO Tribal Chairman, Michael Isham, stated, "I was amazed at how fast these various agencies responded to this incident, and by the professionalism they showed in the face of an increasingly stressful situation. Even more humbling to me, was the large number of volunteers that came to help. We had more than 100 people from LCO and the broader community, who set aside their lives and sacrificed their sleep, to



help bring a positive resolution to this incident. On behalf of the people of LCO, Nimii-gwech-iwen-imaag (I thank them all)."

Kinnamon Center Grand Opening & Veterans Dedication Ceremony Nov. 11



The entire community is invited to join the Lac Courte Oreilles Tribal Governing Board, LCO AMVETS Post 1998 and the LCO Elders Council for the Kinnamon Center Grand Opening and Veterans Dedication Ceremony on Veterans Day, November 11, 2015. The ceremony will be held from noon to 2 p.m. at the newly revitalized Kinnamon Center at the junctions of County Highways E & K. Refreshments will be served starting at noon with the Grand Opening and Veterans Dedication Ceremony to follow at 1 p.m. The dedication will honor past and present Veterans of Lac Courte Oreilles.

The Kinnamon Center has been revitalized with an \$800,000 federal grant from the U.S. Department of Housing and Urban Development. Funds received in support of the project include grants from the Institute of Museum and Library Services, the Tides Foundation, and the San Manuel Band of Mission Indians.

Anyone interested in taking part in this event, or have veterans information they would like to share, may contact the event coordinator, Faith Smith at (715) 558-4673.

"On behalf of the people of Lac Courte Oreilles, I want to thank all our veterans and their families for their tremendous sacrifices in the protection of our freedoms at home and abroad," said Rusty Barber, LCO Tribal Governing Board Vice Chairman. "I want to thank those warriors from throughout the years who have risked personal injury, risk of arrest and confiscation of their property on behalf of the Ojibwe people to regain recognition of our Treaty Reserved Rights — this includes those who have represented us at boat landings, boardrooms or courtrooms. To all our Nations warriors, Lac Courte Oreilles Band of Lake Superior Chippewa Indians says CHI-MIIGWECH!!"

More Inside This Issue:
TGB members and Program Directors
Update to LCO membership, HUD check presentation and more!



FY 2015 Indian Community Development Block Grant Program

Pursuant to 20 CFR 1003.604, Citizen Participation, information must be provided to the public about the Indian Community Development Block Grant program. A Citizen Participation process is required that includes provision of the following information:

AMOUNT OF FUNDS AVAILABLE - The U.S. Department of Housing and Urban Development has \$58,856,810 available for the program nationally; Lac Courte Oreilles is eligible to apply for \$600,000.

ELIGIBLE ACTIVITIES - Projects can include new housing construction (in certain circumstances), housing rehabilitation, land acquisition to support new housing, homeownership assistance, public facilities and improvements,



economic development, and microenterprise programs.

A F F O R D I N G RESIDENTS AN OPPORTUNITY TO REVIEW AND COMMENT ON THE APPLICANT'S PERFORMANCE UNDER ANY ACTIVE COMMUNITY DEVELOPMENT BLOCK GRANT.

In order to permit residents of the Lac Courte Oreilles Tribe to examine and appraise the tribe's application for funds under the HUD ICDBG Program, the Tribe has provided program information and asks for tribal citizen comments. Citizens may comment by calling the Tribal Office number at (715) 634-8934 and ask for Jason Weaver at extension 7386, Lorene Wielgot at 7464, or Will Gouge at (715) 634-0345. They will be available to answer your questions.

2015 Community Development Statement

The Lac Courte Oreilles Tribe will make application for a new Wastewater Treatment Plant to replace the existing system. The current plant is a sequencing batch reactor (SBR) that is at capacity. It is twenty years old and is experiencing equipment malfunctions: (1) it is overflowing and the plumbing breaks; (2) it is not treating waste as designed; (3) only one of its two reactors is working; and (4) the discharge to groundwater exceeds EPA's safe nitrogen levels. An engineering firm and the Indian Health Service have recommended that the SBR be replaced with a lagoon system estimated at \$3.5 million dollars.

Annually, the Indian Health Service (IHS) compiles a database entitled "Sanitation Deficiency System" of prioritized water, wastewater, and solid waste needs affecting Tribes. The SBR

wastewater treatment plant at Lac Courte Oreilles is ranked priority number one of the Sanitation Deficiency System of the Bemidji Area Indian Health Service, which includes all Tribes in Minnesota, Michigan, Iowa and Wisconsin. The Wastewater Treatment Plant is critical to the health and well-being of the Lac Courte Oreilles Community: the system serves the LCO K-12 School System, the LCO Ojibwe Community College, Tribal Government, Boys & Girls Club, Health Center, all tribal businesses, and 256 residential connections. Failure of the SBR would be catastrophic to the community.

In addition to the Indian Community Development Block Grant, other sources of funding will include grants and loans from the Indian Health Service and the U.S. Department of Agriculture.

The Landing RV Park, Couderay, WI

Article written by Nita Kemp, LCO Director of Real Estate Services

The Landing RV Park located at 8255N County Hwy. CC, Couderay, WI

In 2013 a committee began working on future proposed projects at The Landing, formally known as Herman's Landing.

The first phase of the project was construction of a new cabin on trust land across County Hwy. CC.

The cabin was completed July 2014. The general contractor of the Musky 9 Cabin was LCO Development with subcontracted work completed by Indian Health Service, Butterfield Inc. and the Landing Manager's, Denny & Patty Reyes. The cabin is beautiful and is rented out on a weekly basis.

The second phase of the planning was the construction of a 20-unit RV Park on adjacent trust land from the Herman's Landing acquisition.

Once again, LCO Development was the general contractor with Bob Sharlow and Larry LaSieur managing this huge project.

There was a lot of preliminary work that had to be completed including the Storm Water Pollution Prevention Plan, the environmental studies, tribal historic preservation review, water testing and soil testing. Coleman Engineering prepared the site plans and the design/build of the proposed mound system.

The 20 RV sites have already been assigned to applicants and Denny has a waiting list of 30 or more other interested campers. Each site provides its own electric pedestal, water and waste. A fire ring and a picnic table will also be provided to the units.

There is a "bath house" constructed that will include coin operated washer/dryer, showers, and toilets.

A garbage/refuse corral is built to the back of the RV Park and will be secured to keep out our

friendly bears.

There is an existing road that leads to the boat landing where Floating docks will be installed in the spring of 2016.

A huge thank you to all the committee members that have made contributions to the success of this undertaking.

The budget numbers have continued to come in lower than expected and substantial completion of the RV Park is very close.

We held weekly construction meetings at the conference room located at the LCO Development Corp. office building.

Committee members included: Bob Sharlow, Superintendent of LCO Development

Larry LaSieur, LCO Development

James Meyer, LCO Development Electrician

David Fleming, LCO Business Norma Ross, LCO Tribal Council

Denny Reyes, The Landing Property Manager

Jason Weaver, LCO Tribal Council

Nita Kemp, Real Estate Services Jerry Smith, Tribal Historic Preservation Officer

We would also like to acknowledge the other subcontractors involved with the project, notably, Coleman Engineering, Butterfield, Inc., Jump River Electric and the Indian Health Service.



HUD Check Presented to LCO Sept. 21



Lac Courte Oreilles Tribal Governing Board and Lac Courte Oreilles Housing Executive Director Mark Montano accept \$800,000 Grant from HUD's Indian Community Development Block Grant program. Representing HUD is Mr. Dale Darrow, Wisconsin Field Office Director. The grant is for mold Remediation and Prevention.

A check was presented to LCO Band of Lake Superior Chippewa on Monday, September 21st by Dale Darrow, Wisconsin Field Office Director, U.S. Department of Housing and Urban Development, to support mold remediation in housing owned or operated by LCO.

The U.S. Department of Housing and Urban Development announced that **nationally HUD is awarding** \$12.4 million to 18 tribal communities in 13 states to remove and prevent dangerous mold in more than 1,000 homes.

That includes an \$800,000 award to the Lac Courte Oreilles Band of Lake Superior Chippewa. This is the largest amount awarded by HUD to date for this purpose. The grants are being made available through HUD's Indian Community Development Block Grant (ICDBG) program, which addresses a wide variety of community development and affordable housing activities.

These grants will support mold remediation in housing owned or operated by tribes, tribally designated housing entities, or tribal organizations, with priority given to units with the most evidence of mold. The funds will be used to address moisture issues

by using construction materials and techniques known to resist mold, and ensure that staff or contractors use safe practices for identifying and remediating mold. They will also educate residents on ways to prevent mold from reoccurring in the future.

HUD Secretary, Julian Castro has made it a priority to connect with and help empower Native American communities, and strongly supports tribal self-determination and self-governance, reflecting a strong commitment to improving tribal governments' capacity for controlling their own futures.

In Fiscal Year 2015 HUD received approximately \$732 million to fund programs to support housing and community development initiatives in American Indian, Alaskan Native, and Native Hawaiian communities.

The Indian Housing Block Grant (IHBG), the largest program under the Native American Housing Assistance and Self Determination Act (NAHASDA), provides Tribes with flexibility to identify and address a wide variety of community development and affordable housing activities.

The IHBG has infused almost

LCO Health Center Awarded A Three Year AAAHC Accreditation

The hard work and dedication by all staff involved is exemplary. This was not an easy task; LCO Health Center is one of very few Medical Home Accredited Facilities. It is not just Accreditation it is Accreditation as a Medical Home Model.

Our accreditation is a significant achievement. Seeking accreditation implies a commitment to ongoing self-evaluation and continuous improvement. The dedication and effort required is substantial and I commend the LCO Health Center staff for this

approach to high-quality patient care and business practices.

Receiving accreditation reflects confidence, based on evidence from the recent survey, that we met AAAHC Standards and will continue to demonstrate the attributes of an accredited organization. I am honored to be here with this team. I appreciate your continued support of Health operations and customer care.



Gregg W. Duffek,
Health Director

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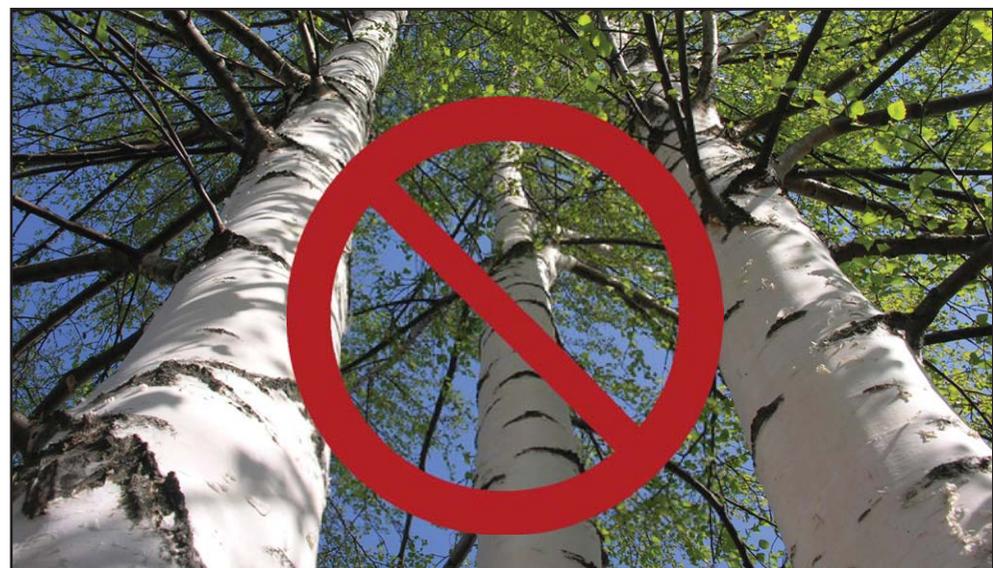
Anyone interested in receiving news direct to their e-mail inbox can subscribe to the Lac Courte Oreilles e-newsletter which is distributed monthly with updates, news, and alerts.

To subscribe, visit lco-nsn.gov and click on LCO News for a link to the subscription sign-up area. Join

separate lists for news, events and happenings. Be sure to then check your e-mail inbox for subscription confirmation.

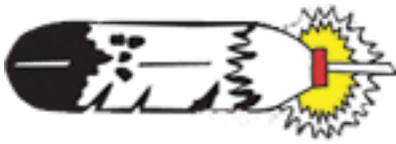
Viewable on PC, tablet or phone, the newsletters will help keep you informed of what's going on in the community.

Attention: Emergency Closure Of Birch



Emergency Closure No. 15-01 Regarding Birch Harvest on Reservation Lands, DOES NOT INCLUDE THE HARVEST OF BALSAM BOUGHS. You can still harvest balsam boughs on reservation lands. You can also

get a permit to harvest balsam boughs off reservation lands, within ceded territory. Bring your current tribal ID to the Conservation Department to get the off reservation permit.



Raymond James Hart Sr.
Waawaabiganoojiinh
December 2, 1940 -
September 13, 2015

Raymond J. Hart Sr., age 74, of LCO, died Sunday, September 13, 2015 at St. Mary's Medical Center in Duluth, MN.

Raymond James Hart Sr. was born December 2, 1940 in Couderay, the son of James and Eileen (White) Hart. He attended a one room school in Couderay. Ray was a cross country runner, breaking records. He enjoyed hunting, boating, fishing, ricing, bingo and riding around. Ray collected old cars and loved his

dog 8 Ball and his cat Princess.

He is survived by his wife Ann; son Raymond Jr.; step-sons Roger Mustache Jr., Leroy Mustache; grandchildren Mario Billyboy, Raymond Hart III, Cynthia Hart and Ida Hart; sister Beulah Tosland.

Ray was preceded by his parents; brothers Joseph Hart and Frank Lynk; sisters JoAnn Hart and Beverly Gougé.

Tribal Funeral Rites will be held at 10:00 a.m. Thursday, September 17, 2015 at Big Drum Ceremonial Center in Lac Courte Oreilles with Lee Staples officiating. Burial will be in Signor Cemetery. Visitation will begin at 6:00 p.m. Wednesday, September 16th at Big Drum.

Honorary bearers will be John Begay, Darlene Dillon, Joleen Gokey, Laramie Jockey, Char Lynk, Valerie Lynk, Vicky Lynk and Lawrence Smith.

Casket bearers will be Jack Barber, Nelson Barber Jr., Nicholas Barber, Dwayne Belille, Russell Brownrigg and Franklin Lynk.

daughter of Robert and Kathryn (Madagame) Bailey. She grew up in Honor and graduated from Honor High School. Helen was united in marriage to Daryl Coons Sr. on November 22, 1947 in Napoleon, OH. Helen was a homemaker raising seven children along side her husband Daryl. "Mom" "Grandma" always encouraged her children and grandchildren to be the best they could be, wherever their paths would lead them. "Mom" was a great artist always wanting her art to tell a story. She loved talking and visiting with all those she met, seeing the positive in all. Those who met her, saw her as someone special. "Mom" was loved by all, family and friends, and admired by many.



Helen Coons

February 21, 1925 -
September 14, 2015

Helen Coons, age 90, of Hayward, died Monday, September 14, 2015, at her home with her husband by her side.

Helen was born February 21, 1925, in Honor, MI, the

She is survived by her husband Daryl Coons Sr.; sons Daryl Coons Jr., Gordon (Debbie) Coons, Guyon Coons, Timothy Coons; daughters Nancy (Michael Cavlan) Coons, Tessa Coons, Leslie Coons; six grandchildren, nine great grandchildren; sister Leona David of Detroit.

Helen was preceded by her parents; siblings Nicholas, David, Leon, Jess, Hank, Clarence, Raymond, Tony and Amelia.

Tribal Funeral Rites will be held at 11:00 a.m. Friday, September

18, 2015 at Pineview Funeral Service in Hayward with Dennis White officiating. Burial will be in Whitefish Cemetery. Visitation will begin at 6:00 p.m. Thursday, September 17th at the funeral home.

Honorary bearers will be Eric Crowe, Beatrice Hall and George Morrow.

Casket bearers will be Gary Aultman, Phil Aulwes, Michael Cavlan, Drew LaRonge, Jan LaRonge, Dennis Olson Jr., Gary Quaderer Sr. and Jerry Wicks.



Valerie Ann Cavil

September 21, 1942 -
September 17, 2015

Valerie (Belille) Cavil, age 72, of West Allis, WI, passed away peacefully with her family at her side on September 17, 2015 at Aurora St. Luke's Medical Center in Milwaukee, WI.

Valerie Ann Cavil was born on September 21, 1942 in Hayward, WI, the daughter of Francis and Genevieve (Larson) Belille. She was a member of the Lac Courte Oreilles Band of Lake Superior Chippewa Indians. Valerie attended St. Francis Solanus Catholic School and Hayward High School. She lived in Green Bay, WI for many years and then resided in West Allis, WI where

she worked at Aurora West Allis Medical Center before retiring in 2006. She loved all kinds of animals, was very hard working, funny, and creative.

She is survived by her children, Sandra (Rick) Schiltz of Green Bay, WI, Lori (Curtis) Arcand of Rochester, MN, and James (Christine) Cavil Jr. of West Allis, WI; grandchildren, Shannon Meert (fiancé Nick Fabry) of DePere, WI, Michael and Matthew Schiltz of Green Bay, WI, Autumn Arcand of Rochester, MN, and Max Cavil of Milwaukee, WI; a sister Myrna (Robert) Parker of San Jose, CA; nieces and nephews, and her cat Babe. Valerie was preceded in death by her parents, brothers Robert and Francis "Tim" Belille, sister Neva Jean Delapast, daughter Renee Sue Cavil, and her beloved cats Sabrina, Socrates, Otis, and Annie.

A Memorial Service will be held at 2:00 p.m. Friday, October 2, 2015 at Pineview Funeral Service in Hayward with Father Gregory Hopefl officiating. Burial will be in St. Francis Cemetery in Reserve. Visitation will be held from 1:00 – 2:00 p.m. prior to the service at the funeral home.



Jason Weaver Report to Membership



Aaniin,

I would like to give a short update on some of the activities that I have been involved in in the first few months.

The fact that we have four new members on the governing board shows that the voting membership was ready for change in leadership. We have been forced to make very tough decisions due to the financial constraints we are facing. We have been able to connect people with alternative funding sources outside of the tribe for emergency situations. There is help out there for our members experiencing difficulties and together we continue to find solutions.

In order to assess the effectiveness of current management, we have met with the directors, examined their contracts, and reviewed their strengths, weaknesses, opportunities and limitations. We have communicated with employees that have filed complaints against their managers and weighed the facts as best we could discern. We also heard from the financial auditors and reviewed their reports in order to assess how the directors are correcting past mistakes that still keep our tribe on High Risk Financial status. We have decided as a group to monitor the progress of our directors and continue to work together to improve how the various programs are managed. Removing the name

of Lac Courte Oreilles off of the High Risk Status is of utmost importance to this administration.

It is our priority to hire tribal members in every position we can. When we don't have a qualified tribal member apply we have to look outside for a competent manager that can make sure the program is successful and meets reporting requirements from the funding source. We have gone

so far as to reach out to tribal members that have degrees and or experience that currently work elsewhere. They expressed no desire to return to the reservation for many reasons like the lack of housing and the fear of turnover after each election cycle. I would like to see our tribal members combine their years of experience with additional education to be prepared to take an active role in managing our businesses.

Financially we are trying to get a better grip on our spending tribal wide. Since we have expurgated camps and vouchers we have seen some significant savings. We still have some high cost due to important services and programs that require substantial tribal funding. As we look to cut cost we will seek as much input as possible as we try to make improvements in services while reducing overall cost. One way we have done this is to add a \$25 charge to receive a wood lot card and increase the cost associated with wood delivery. As the cost of this program has increased, we have had to make the tough decision to

pass the cost on to the members that directly benefit from it.

Our tribal businesses don't always make a profit after operational cost and we are often left paying for the poor performances. There have been multiple proven incidents of employee theft at our businesses. Employee theft is rampant and causing major profit losses. We cannot afford to keep supporting

unprofitable businesses and if necessary we will shut it down and restructure it with a better business model. We had to close the Spur gas station due to being consistently unprofitable for several years. We should be seeing profits back to the tribe from each business, not having the tribe support a business.

I want to make it clear that as the governing board we are not directly involved in personnel decisions, we only deal with the director or management positions where we serve as their supervisor. All other personnel decisions are the responsibility of the screening committee, hiring committee, appeals board, and the human resources department. These committees consist of tribal members that serve to ensure the hiring of the best available candidates for each position, taking tribal member preference into consideration.

Personally, in the last few months I have been working with a committee to bring a COL class to our community. There is a need for bus drivers, truck drivers and long haulers. We're hoping to help tribal members step into these roles. I've also been working on the new waste water treatment plant options. We are trying to bring in an option that is affordable for our membership and provides the capacity for growth. Currently, we are considering an aerated lagoon

system because of the low cost of construction and operation. In addition I've been helping on the Safe Routes to School Project. This will provide a highly visible walking/bike path from the LCO school complex to the Northern communities on Schoolhouse Road. This pathway will cross over many utilities and rights of way, so we need to ensure proper design and placement along this corridor. I believe our top priority needs to be the profitability of our tribal businesses to provide a source of funds for reinvesting in order to diversify portfolio and offer job opportunities to our tribal members. This is how we will achieve stability in our infrastructure, maintain programs offering assistance to our youth, members and elders to provide a solid financial future for our children.

Thank you all for spending time to be with us today, it is important to me to have each of you here today to voice concerns and provide us with guidance. I appreciate all the input; the praise, kind words, suggestions, and criticisms I've been offered over the last few months. I will continue to develop and educate myself to better serve the citizens of our tribe to the best of my ability.

Mii-Gwetch
Jason Weaver

Chairman Isham Quarterly Summary

July started with the new administration administering to a Drug test of which all TGB were tested and passed.

A Strategic Planning schedule was outlined and implemented to set direction of Tribal programs, initiatives and priorities - Elders were part of all sessions. These will be ongoing.

BIA Partners in Action Conference - All divisions of the BIA were present to go over the multitude of programs within the

Bureau. The LCO TGB members that were present went to the meetings/presentations that fit into where their expected liaison duties would be. Funding sources,



summary continued from pg. 5

program parameters, trials and errors were discussed.

I set up a separate meeting with the BIA Contracts officer so that the new TGB members would know the issues (good and bad) that they would soon be handling.

Hosted US Senate Candidate Russ Feingold.

Represented LCO at several meetings - Great Lakes Intertribal Council (GLITC), Great Lakes Advisory Board (GLAB), Great Lakes Indian Fish & Wildlife Commission (GLIFWC), Voigt Intertribal Task Force and LCOOCC Board of Regents.

Hosted and attended several Government to Government consultations - WI Department of Transportation (DOT), WI Department of Justice (DOJ), Department of Corrections (DOC), United States Department of Agriculture (USDA).

Met with University of Wisconsin Chancellor and the UW Nelson Environmental Institute in order to form a partnership to use PHD students for environmental projects on LCO.

Met with World Renewable Energy Corporation to work on a strategy to up rates paid to us for out power generation at our LCO Hydro project.

Met with Northland College Board of Trustees to insure that

resources were put towards the Native American Studies program.

Held conference calls and meetings relative to ongoing legal cases such as - LCO versus Wisconsin (night hunt), Jump River Trespass, Voigt Stipulations, Managed Forest Crop Law, Drug enforcement.

August I met with all UW-Extension directors from across the state at Keshena in order to recommend ways in which the programs could better serve Tribal needs.

The LCO Ojibwe Community College President Dr. Diane Vertin and I and several staff met with the US Forest Service and executors of the Burke Land Trust to form a partnership with them and Northland College that will incorporate Tribal programs into the Outdoors and Environmental Studies curriculum that will benefit all parties.

Attended the LCO School new school year Staff in service and welcomed and thanked them for their commitment as well as All TGB attended flag raising ceremonies.

I did a presentation to the Hayward Community School All Staff, administration beginning school year in service.

Met with representatives from

USDA and the Natural Resource Conservation Service regarding a million dollar funding initiative to expand and upgrade of LCO Fish Hatchery. Through the grapevine I heard this project is going to be approved - fingers crossed.

Continued Strategic Planning sessions - Education, Public Safety, Budget

Attended GLITC, GLIFWC, VOIGT, Boys & Girls Club, and TGB meetings.

September I hosted United States Environmental Protection Agency Region 5 Administrator Dr. Susan Headman and toured projects that were completed with EPA funding as well as areas that were being planned for future funding proposals.

Met with United States Senator Tammy Baldwin's Northern Representative Kelly Westland regarding LCO issues. They have committed to trying to get us a Govt. Surplus 100,000 watt analog/digital generator to help us upgrade WOJB.

Attended GLITC, GLIFWC, VOIGT, WOJB, TGB, and NATOW meetings.

Met with auditors regarding Fiscal year 2015 Audits

Met with BIA Contract Officer Michelle Corbine regarding BIA Program audits and progress

Attended several sessions

with Gary "Litefoote" Davis. His intentions are to motivate Tribal people to not rely on Govt but to get up and take personal responsibility for themselves and succeed in spite of all the ways in which the Federal Government has set us up to fail.

I did a presentation to the newly appointed Wisconsin Natural Resource Board regarding the difference in sport harvest management and sustenance harvest management.

Met with the Northwest Wisconsin Investment Board regarding the Data that shows the changing job market and the skills needed be employable. Also that Tribes do not need any more Federal programs but instead investment partners to invest in private businesses instead of Government owned Tribal businesses.

Conference call with Paul Strong, US Forest Service Supervisor regarding supplementing the LCO Firewood program with wood from Chequamegon Forest. Also the Elk herd issues.

In between all the meeting I am available for office meetings and deal with day-to-day Tribal management and issues.

Tribal Governing Board Chairman, 'Mic' Isham

Joel Valentin Membership Report



First off I would like to say that I've enjoyed learning as much as I have, so far. The knowledge and experience I've picked up so

far has been unreal. Being on the TGB is unlike any other job I've ever taken on but I'm learning so much very fast and look forward to learning as much as I can over the next four years so that I can best represent the membership.

We have our liaison duties in place and mine are as follows: LCO Police Department, LCO Fire Department, Tribal court, Oakwood Haven, Public Safety Commission, First responders, Emergency Management, LCO Prevention Coalition, Inter-Tribal Criminal

Justice Planning group and Sawyer County/LCO emergency management team.

This is a short overview of my first two and a half months. JULY: 7th inauguration, 21st meeting with Department of Transportation, 22nd meeting with Department of Justice.

AUGUST: 3rd Judge John Yackel sworn in as Sawyer County judge, 6th attended the retirement of Steve Quaderer at LCO Housing, 16-20th attended Head Start conference in Billings, Montana, 24th ceremony for Waadook and

LCO School's first day of school, 28th meeting with Oakwood Haven director.

SEPTEMBER: 2nd NATOW meeting, 10th met with Jan Isham in reference to citizens committee, 15-16th ICW Conference, 17th LCO Clinic employee appreciation get together also met with Gary Davis on this date, 21st Met with Fire Chief Eric Crowe, 23rd Multi-Disciplinary Team meeting, 24th LCO prevention coalition meeting and also met with Jan Isham in ref to citizens committee.

Council Member, Joel Valentin

Rosalie Gokee Membership Report

The Governing Board is working on several items including the following: Economic Development, Educational Opportunities, Casino Renovation, FY2016 Budget, sound spending, putting measures in place to prevent future audit findings as well as correct present audit findings, and improved communication to the membership. We also need to give credit to Tribal Employees, elders, and members of the Tribe, that provide support, input, and play a big role in making positive changes for our Tribe. It takes time and work to make things happen and we appreciate your patience and understanding.

Since inauguration, I have been appointed Liaison to the Health and Human Services Department of the Tribe which include the following Departments: Child Care, Indian Child Welfare, Child Support, Income Maintenance, Trails, Mino Maajisewin Program, General Assistance, Energy Assistance and TANF/WIA.

I have requested reports from the various departments that I am Liaison for, please see the attached, to share with the membership. I believe communication is important and I anticipate that these reports will provide you with information about the various program and the services they offer, and how important they are to the Tribe.

Listed below are various meetings, trainings or conferences that I have attended on behalf of the Tribe: BIA Partners in Action Conference (June).

We can be proud here at Lac Courte Oreilles to know that many of the other Tribe's come to our leadership for their input on many important matters, Sandy Lake Memorial (July 29). Lac Courte Oreilles was well represented

by the Governing Board, youth, and elders, at this year's memorial of the Sandy Lake Tragedy, Strategic Planning (Aug 5-6). First session of strategic planning meetings-Education, Protecting our Communities through Education (Aug 12-13). Training on Tribal Courts, Jurisdiction and ICW, Public Hearing 3 Year Aging Plan (Aug 28). Very informative presentation by Mary Wolf on a plan to provide services to our elders over the next three years, Strategic Planning (Sept 2-3). Second session of strategic planning-Public Safety Departments, ACF Tribal Consultation/Meetings (Sept 14-17). I had the opportunity to travel to Washington, DC to provide testimony on behalf of the Tribe at the Administration for Children and Families Annual Tribal Consultation. I also attended the Secretary's Tribal Advisory Committee Meetings and the ACF Tribal Advisory Committee Meeting, Chippewa Federation Meeting (Sept 24). This was the first Federation Meeting I attended. It is great to see the Chippewa Tribes coming together for our people.

This Governing Board will continue to work together with the best interests of the membership in mind. I personally appreciate the opportunity that I have been given to serve the Tribe and its membership. I will continue to keep the membership informed of the progress that the Board is making.



Tribal Secretary/Treasurer Norma Ross



My report will highlight areas of discussion, resolution throughout the previous quarter. There were several Codes, Policies, Resolution discussed and passed throughout the quarter. The Tribal Governing Board meets with individual program Directors, Managers, CEO's on a scheduled time each month. This scheduled meeting could result in policy approvals and program updates. I feel these regularly scheduled meetings benefits the TGB by furthering our knowledge of the program, keeping us informed and the TGB can also discuss concern areas and solutions.

LCO Halfway House: The Dept. of Corrections, through budget-cuts requested LCO to down-size to 10-beds (versus 20); in doing so, LCO would not be able to do any other program with the remaining 10 beds. There were other factors as well in our decision to close the Half-way House. We are assessing the needs of the facility and the cost for repairs/renovation. Our Tribal office administration building with all the programs is now undersized, program's in order to grow, need more space, 1/2 Way House facility is an option.

Bond Re-financing: The Casino's CFO was designated to work on the re-financing. Working with Investors, banks, bondholders in this process. TGB has had several discussions,

overviews of financial packages. Now we're awaiting the Governors concurrence to move forward for amendments to our compact. We hope to begin progress in early 2016. Outside building views are available to the public.

Conservation Code was put out for comment; there were none received, therefore, the TGB passed the Resolution supporting the new Conservation Code. As always, comments are still welcome, this document should be amended as needed.

Contract Support Costs (Indirect Cost) for FY 2012 & FY 2013, there has been a long drawn out review of these documents; finally and very recently we received word that the Tribes will come to a settlement; the next step is taking the documentation to the presiding Judge.

Our tribal government accounting software has been changed back to the MOM's system; with this system, there were a lot of work to be done from the Intaac software. As all program Directors know, it has been a battle; we are winning though.

Indirect Cost, the Tribe's CFO is in-training and currently in negotiations with the 2014 Rate; the 2015 pool has been submitted and that will be the next negotiation. After the FY 2014 audit is accepted, we will work on the FY 2016 Rate.

Each month the TGB meets with 1) EHS/Head Start as Shared-Governance. The Director and PC members (as available) will review the funding; policies; enrollment, concerns and just an updated overview. 2) The Health Director: reviewing and approval of policies (as recommended by the Health Advisory Board); budgets reviewed and bids accepted. 3) LCO Housing Director: audit findings; Veteran Services; upcoming projects; boarded-up houses; Self-Help

Housing program; testing homes for Meth; HUD Mold Remediation Grant (awarded \$800,000!). 4) Business Mgr: review financial statements; progress areas; areas of concern and projections. Most recently the winter schedules were discussed: C-2 (pay-at-the-pump only); The Landing (open for special events only). Presentation attached. Some future plans include an Industrial Park (on Hwy B), some identified ventures: WI Phoenix, a tribal members starting a business that will employ several members; possible t-shirt/jackets/hats, etc screen-printing/embroidery business. 5) Casino Management: budget review; upcoming events; marketing; policies and most recently renovation/repairs. 6) Realty Office: resolutions for leases; land purchases; dormant leases; cancel/renewal of land leases. 6) Law Enforcement: drug enforcement; Ferdo will be taken out of action; Banishments; budget.

Early in this quarter the Tribal Governing Board had passed by motion to stop the donations and, comp'd rooms at the lodge; (unless there are four TGB signatures) although, being an election year, the motion was not followed. We are trying to recover from the charges now; all charges, either comp'd or discount is paid by the TGB, through the distribution to the band dollars. Whatever \$ amount is charged, that amount comes off the monthly distribution to the Tribe.

TGB received an update from Public Works; water tower maintenance needs; and voted on the Lagoon system for our WWT. Funding for the Lagoon system creates a savings of dollars to fund the system.

Timber Cuts: the TGB has requested that our BIA Foresters submit updates for the timber cuts in advance. Osprey 'blow-down'; Tiger Musky Buffer; Hwy S&B; just to name a few; the Elders Advisory Council has worked

with the College in order to have signage at each 'cut'; information to the members regarding a Tribal cut versus private. BIA Foresters also reviewed the firewood available for the members. New policies have been reviewed and approved, all firewood will be once again handled through the Conservation Dept. Our firewood delivery was put out for bids; the bid received was at a higher rate; therefore our charges were increased also. LCO needs a Forester. LCO has an agreement with GLIFWC for a Birch study.

Review, discussion and approval of the (ICW) Drug Endangered Children (DEC) protocol and MOU with Sawyer County. Another Committee has been formed for LCO and Sawyer County working together as a Law Enforcement team, keeping ICW aware of endangered children and families.

In protecting the Tribe's Assets, TGB has gone through the bid process, and selected a new surveillance system for the service stations and Casino. This is a five year lease process, although the system will continually be upgraded as needed.

Honor The Earth 2015 was another successful year. Attendance (button sales) were up 17%. Kudos to the coordinating efforts of Will Gouge, Cathy Begay and Bonnie Corbine.

As needed, the TGB approves the Gaming license for Casino employees, as vetted and recommended by the Gaming Commission.

Long Term Care (LTC), the process has begun, this will assist our elders and handicapped with such services as ramps, in-house services, etc. We're hopeful that this program will evolve in early 2016.

To-date the TGB has had four Strategic Planning sessions; the first round was to hear from the specific programs; concerns, problems and solutions. We did approve the Liaison List!

Property/Procurement: TGB reviewed and passed the policy. Now the mandatory training will come into place with Directors and support staff. This is an audit finding, we're finally getting resolved.

As needed, the TGB reviews the Citizenship Committee's recommendations of new members and denials. Resolutions are passed. The new Governing Board members have completed their committee appointee.

Hayward Lakes Visitor gave their presentation, review of the insert for LCO is currently being reviewed prior to publication.

Early check releases, this function causes problems with funding and valuable time. Federal program draws and transfers to the payroll account are done once per week, an abundant of early payroll check releases may cause deficit spending in that account.

This past quarter the Tribes have attended many State Consultation meetings: Dept. of Justice, WIDOT, Workforce Development, Dept. of Corrections.

Reviewed the Elder Benefits program; discussion on elder 'tribal' benefits, areas of concern and solutions. Passed the Elder Center Transportation policy.

HELP, Paul DeMain gave an overview and how the project is in the shutting down phase.

TGB is accepting bids for our website. Our website has come a long way; more information, applications, documents will be available soon.

The Elder Advisory Board Code of Ethics was received. The Elder & Vulnerable Adults Protection code was adopted. The revised Children's Code was adopted.

FY 2015 Budget expenditures in the final month; reconciliation of expenses (I'm working on). FY 2016, need to get this done prior to Oct 1!!

Tribe's Cash Flow, we're finding

out that quite a few invoices for LCO Development have not been paid; funds waiting to come in, puts the overall Tribal Gov't. in a cash flow crunch. Other business's as well having trouble making payroll.

TANF's 3-year proposal has been submitted.

The Tribe's Liability Insurance has been approved for a two-year period.

Attended Judge Yackel's investiture on August 3.

161 Agreement has been revised and approved.

Boys & Girls Club Field of Honor was another success! Many thanks to the staff.

Our Tribal Court received an evaluation from an independent firm; awaiting their report.

Inter-Tribal Criminal Justice Planning Group: TGB appointees are Rusty, Rose & Joel.

Rusty and our Legal Dept. are working to get our Tribal ID's recognized; looking into recreational vehicle license issuance.

Tribal HR is processing a Labor Force Data Base, we should know what skills our tribal members have and what skills are needed for jobs within the Tribe. Along with this, comes the LCO College and the

Planning Dept; the College is ready to assist the Tribe in our efforts for specialized training needs of LCO.

The Planning Dept developing grants for the needs of LCO. All working together.

Attended the Feather Pole raising ceremony on August 24. Passed the K-12 School Attendance Policy revisions; purchase agreement for the school buses; reviewed ACT scores. Jason Schlender heads up the Education Ad Hoc Committee bringing together the K-12 and Waadookodaading education, I also sit on this committee. Recognized Summer Gokey, an

treasurer's report continued from pg. 8

LCO student returns to educate LCO students, we're proud of you Summer!

Roads has recommended and TGB approved the one-way for the frontage road directly in front of the school; signs will be posted.

Reviewed Funeral policy with Director. Added consideration for the Big Drum ceremonial site. Policy still consists of one (1) Comp'd room and up to three (3) Reduced Rate rooms.

CCS (Comprehensive Community Services): Planning Dept. is in full with this new program to assist persons with

Mental Health/Substance Abuse. More to follow.

Misc: JREC law suite still in the works; cellphone tower being constructed; UCC code passed;

Ojibwemowin Resolution passed; Boys & Girls Club DOJ funding Resolution passed; and anything & everything that may come up. Emergency situations as they arise, LCO PD will keep the TGB informed.

As always, my office is open and you are welcome in.

Respectfully submitted,
Norma Ross – Miigwech!!

LCO TRAILS Program

Patti Quaderer, Trails Coordinator

The LCO TRAILS Prevention Programming is held during the day at the LCO Ojibwe School. We have Reducing the Risk Curriculum which is a HIV, STD's and Pregnancy Prevention Class.

We also have Expanding the Circle which is a life skills and College preparedness class and Smart moves which is an AODA prevention class. We work with native youth ages 6-18 years old.

Some of the programming I and Dianne Sullivan implement in the LCO School is: Ballet & Jazz dance classes for 20 youth every year twice a week, AODA prevention with the 5th grade class at LCO school once a week, STD's & Pregnancy Prevention with the 8th grade class at LCO school once a week, College preparedness with the high school students at LCO, Plan all family activities for the community, Plan a trip for 50-100 LCO youth to either Valley Fair or Wisconsin Dells every summer, and Coordinate the LCO Toys for Tots program for LCO youth ages 0-12.

We work with a limited budget of \$2,500 for activities every year. The Family Services staff has to do fundraisers and ask community partners for help from their

programs to have all the activities we plan for the year.

The Ballet & Jazz dance classes run for 13 weeks at the cost of \$1500 for 20 youth so that is a big chunk of money out of the \$2500 we have available. We have been holding Ballet/Jazz dance classes for our youth since 2006 and I think it improves the self esteem of our young girls. I do give them transportation to and from dance class which is held at Silvia's Dance Studio in Hayward. We had taken our LCO high school students on many college tours so they can have that experience and knowledge before they graduate. We need more money for culture activities for our youth and families. We could be having a dance camp once a week for them or just culture night for the families where they could learn how to make outfits, moccasins and beadwork or have storytelling.

The family activities we been having for our community are picnics, dances, Halloween parties, Easter parties and much more. Our biggest barrier right now is money. We have the staff to do all these activities we want to do but no money to do it with.

TANF/WIA Program Update

The LCO (TANF) Tribal Temporary Assistance for Needy Families is a program that provides services to LCO Tribal eligible families.

Types of services include cash benefits, gas vouchers, clothing for school or to obtain employment, school supplies, reinstatement fees to obtain Drivers License, resume and interviewing skills, and emergency services (disconnect notices).

For the month of September we served approximately (75)

families with Cash benefits or supportive services.

Summer Youth Program- June 8, 2015 - August 15, 2015

Employed part-time - (60) youth at various job sites: Conservation (Forestry, DNR), Boys & Girls Club, LCO College, Public Works, Transfer Station, and the Cranberry Marsh.

Staff Include: Sandy Carley, Program Director; Donna Isham, Administrative Assistant/Case Worker; and Debra Butler, Case Worker

LCO Mino Maajisewin Program Overview

Jenny Bisonette, Program Coordinator

"A Good Beginning"

Mino Maajisewin is a voluntary home visitation program that is designed to assist parents in the care and development of their baby and young children. This program is available to Native American families living in Sawyer County who are pregnant and/or who are parents of young children. Our goal is to engage a woman as early in her pregnancy as possible so that we can support her emotional and physical needs during this critical time. The Mino Maajisewin Program is particularly designed for families of young children who have multiple needs. In September 2014, the Mino Maajisewin Program added a Doula position in an effort to expand our services for pregnant women, especially at the time of labor and delivery. Due to requirements of the program design, Mino Maajisewin can only enroll a family before the child turns three months old. Once a family is enrolled, they can participate in the Mino Maajisewin program until the child turns five years old.

Once a family is enrolled in the LCO Mino Maajisewin Program, our home visitors provide weekly home visits to increase parenting skills as well as promote the attachment between the child

and primary caregiver. Our program utilizes the Growing Great Kids 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. The home visitor and parents do lots of fun activities that promote a positive and nurturing learning environment for infants and young children.

In addition to sharing information from the curriculum, the Mino Maajisewin Program completes a 'Parent Survey' with each family and then develops a goal plan which helps family members identify needs and goals that she or he would like to work on.

If you would like to get more information about the Mino Maajisewin Program, please contact the following staff at (715) 634-1560

Jenny Bisonette, Program Coordinator, ext. 7734

Mary Tribble, Grant Manager, ext. 7735

Barb Baker-LaRush, Outreach Worker/Doula (715) 638-5104

Melody Guibord, Home Visitor, ext. 7736

Tanisha Treadway, Home Visitor, ext. 7737

LCO Energy Assistance Program

Director: Phyllis Kirchner

Wisconsin Home Energy Assistance Program (WHEAP) is an umbrella term covering two different but very similar programs. One funded by the federal government (Low Income Home Energy Assistance Program) LIHEAP, and one funded from fees collected through the electric utilities (Public Benefits Program) PB. These programs are designed to provide some assistance to households with their heating and electric bills. Both programs (LIHEAP and PB) have very similar functions and designs with the major difference being that LIHEAP focuses mostly on heating assistance and PB provides benefits for non-heating electric consumption.

The two basic parts of the energy assistance are regular benefits and crisis assistance. In addition, an Emergency Furnace services program is operated under WHEAP. Emergency Furnace is basically for homeowners, but some rentals can be an exception.

The funding for energy assistance comes from the LIHEAP Block Grant (federal funds) and the Wisconsin Public Benefits funds (a charge on Wisconsin customers' electric bill).

Crisis Eligibility- Guidelines for eligibility for 2016 is as follows:

Have paid on the heating bills at least \$25 in the previous 2 months to be eligible for any heating related crisis payment and paid on their electric bill at least \$25 in the previous 2 months to be eligible for any PB benefits. Payments cannot come from other resources such as Salvation Army or Churches, etc. Households who don't pay on their own are not eligible for Crisis Benefits. Payment agreements with the utility company to help avoid additional costs for disconnection/reconnection fees, those fees are in hundreds of dollars.

Appointments will begin

October 1, 2015. People can call and make an appointment to come in and apply. Households are required to bring in a photo ID, their gas and electric bill along with proof of income. People employed will be required to bring in their past three months of income or 1099 for self-generated income, and those on a fixed income will need to bring in their award or benefit letter. People can call the Energy Assistance Office Monday-Friday during regular business hours.

Homeowners with failed furnaces can also call the Energy Assistance Office during regular business hours, and after hours will be the LCO Police Department or Sawyer County Sheriff's Department and report their furnace is not working. The Police Department will then contact the Energy Assistance Office.

LCO Child Care Program Update

This year-to-date, the Lac Courte Oreilles Child Care Program has served (29) families and (55+) children. There are currently ten certified care providers, and fourteen uncertified family care providers.

The LCO Child Care Program is exploring the Head Start/Early Head Start Partnership Grant which could provide a variety of opportunities including wraparound services for children, additional training/education for early child care staff and providers.

The LCO Tribal Council has participated in the Child Care Reauthorization and Tribal Consultation sessions, including offering program recommendations and comments, which have been very beneficial to the program.

LCO Child Care Program has participated in conference calls,

listening sessions and face-to-face consultation with Office of Child Care/Administration for Children & Families. One of the biggest concerns being brought forth is the State training requirements. Tribes are recommending that the State accept tribal culture, values, and traditions in meeting the training requirement for tribal child care providers. There have also been several recommendations regarding funding levels, health and safety requirements, eligibility policies, state-tribal relationships and training and technical assistance.

This program is greatly needed in our community as it allows many of our families to remain employed or continue with their educational goals. Feel free to contact me if you would like more information about the Child Care Program.

Lac Courte Oreilles Population Report September, 2015

GENDER & AGE	ON RESERVE	OFF- but IN 120 MILE TERRITORY	OFF but OVER 120 MILE	TOTAL	Off Rez but in Sawyer County
F-65 & Over	107	154	328	589	33
M-65 & Over	95	152	248	495	41
F-50-64	208	340	626	1174	101
M-50-64	219	294	565	1078	80
Female 18-49	631	385	674	1690	116
Male 18-49	644	429	634	1707	114
F Child 17 & Younger	290	107	116	513	80
M Child 17 & Younger	321	105	131	557	95
TOTAL	2515	1966	3322	7803	660

LAC COURTE OREILLES ELDERS 55 AND OVER

ON RESERVATION:	450
W/IN 120 MILES	684
OFF OVER 120 MILES	1350
ON AND WITHIN SAWYER CO.	589
OFF BUT WITHIN SAWYER CO.	169
TOTAL ELDERS 55+	2484

Lac Courte Oreilles Housing Authority Accomplishments

The LCO Housing Authority was recognized with an honorable mention by the Affordable Housing Tax Credit Collection during its 20th annual Charles L. Edison Tax Credit Excellence Award ceremonies. This award was for the LCO 2 (Akikaandag) tax credit project and was in the rural housing category. LCO Housing was the only Tribal entity nationally that received such an award from the Coalition.

Received a \$423,000 HUD Imminent Threat Grant to provide battery backup sump pumps and the sealing of the basement floor to wall seams in approximately 247 homes. Work will be completed by approximately 3/1/2016.

Contracted with an environmental engineering company to complete a comprehensive mold assessment of our housing stock. This assessment was used to determine the extent of mold infestation and the probable causes in the units we manage. In addition this information was used to document the conditions

and presence of mold for funding requests.

Completed the rehabilitation of 24 units utilizing Low Income Housing Tax Credit financing.

Submitted an Indian Community Development Block Grant for mold remediation utilizing the information from the mold study. This grant was recently awarded for \$800,000 with a total project cost estimated at \$1.2 million and will address mold issues in approximately 53 homes. These 53 homes have the worst mold conditions as identified by the study in total square footage of visible mold present.

Submitted a grant to USDA Rural Development to become a sponsoring organization for the Mutual Self-Help program. The Housing should be hearing about this grant within approximately 30 days. This program will assist 10 families over two years to secure mortgages and build homes for each other. We have had two informational meetings so far and will continue to have

more meetings to identify eligible, mortgage qualified participants. We encourage those families interested in this program to attend upcoming meetings or contact the Housing Authority directly.

An energy study is being conducted in the Akikaandag community to address the complaints about high heating costs. This study will be completed within the next 30 days and a corrective action plan will be initiated soon after.

Electrical upgrades are being completed on approximately 108 houses to ensure the units are compliant with current electrical standards.

Reroofed 10 homes with standing seam metal roofing material and this will be an annual project.

Continuing to improve the financial, asset and inventory management systems to ensure accurate and timely reports are available which will increase accountability. During the preparation phase of the FY2014 audit there were significant

corrections made to these systems. The corrective measures taken will result in the Housing having a positive audit.

Assessing current operations and considering options to ensure we are providing quality services to the membership. The areas of concentration include financial management, tenant/resident services, maintenance, project management and any other additional services the housing could be providing.

Submitted comments on HUD's proposed Veterans Affairs Supportive Housing program. We are attempting to position LCO to be in line to receive housing vouchers for veterans and their families that are homeless or at risk of being homeless.

Hosted the 2nd Annual LCO Veterans Resource Conference which is held around spring time each year. The event had numerous presenters providing information about all the benefits available to Veterans.

LCO Cranberry Marsh Participates in Cranberry Fest

by David Fleming Sr., LCO Business Manager



Cranberry Festival in Stone Lake and LCO's was the only stand to sell Organic Fresh Cranberries. "In 1978 five women were enjoying a glass of wine in a hot tub and came up with an idea to celebrate the harvest of cranberries by organizing a festival. They hoped that this would also help to stimulate commerce in our small town before the long cold winter

months came upon us. The first festival was in 1978 and it drew an astounding 100 people. Who would have known that this fun idea would have grown into one of Northwest Wisconsin's most popular festivals drawing over 30,000 people each year." (2015, stonelakecranberryfestival.com)

The LCO Business Administration set up a stand at the 37th Annual Cranberry Festival in Stone Lake, WI to sell fresh cranberries and to conduct a consumer survey on cranberry preferences. Pat Demarr, LCO Cranberry Marsh manager, and his staff gathered approximately 1,500 pounds of cranberries for sale at the festival. The Country Store, Ojibwe Java Coffee Shop and the Spirit C-Store all contributed to help make the cranberry stand a success. Thousands of people attend the



Congratulations to LCO's Serena Stamps



Serena is pictured with her Husband Jordan and Son, Colby

Congratulations to Serena Rose Stamps (Hammond), Lac Courte Oreilles member serving in the United States Air Force. On August 28, 2015 she was inducted to the rank of Master Sergeant at Nellis AFB in Las Vegas, NV. Serena is the Daughter of Dianah (Hammond) & Erik Ton of LCO and Hayward, WI. Her Father is Frank Moose of LCO. Since joining the Air Force Serena has been trained as an A-10C Avionics Specialist.

Stone Lake's Cranberry Festival Parade

Submitted by Sue Taylor/ Photograph by Linda Tennis

It was a beautiful day for the 2015 Cranberry Festival Parade in Stone Lake, WI. Students from the LCO Ojibwe School Royalty along with several of the Honor the Earth Royalty helped to decorate and ride the

school float. Assisting the students were Sue Taylor, Linda Tennis and Donna LaSieur. Driving the float was Sean Anderson - LCO School Security Officer.



Pictured here are front row (l-r): (HTE) Alyssa LaRush, (HTE) Connor Beaulieu, (LCO School) Jessy Martinson. Middle row (l-r): (HTE) Maekayla Cadotte, (LCO School) Nicholas Trotterchaude, (LCO School) Robert Jack. Back row (l-r): (LCO School) Emma Revak and (HTE) Andreanna Acosta. Not pictured was (LCO School) Elizabeth Miller.

From Gravel Roads To International Space Station

By Tammy Moncel Gateway, Science and Engineering Teacher

The Lac Courte Oreilles Ojibwe School opened its doors on the Chippewa Flowage in 1975. Some walked along gravel roads to get to class. Now, the descendants of those children excel at PLTW courses and video conference with NASA.



Arthur Fleming enjoying the rice harvest in his specially engineered canoe.

This article is being reprinted with permission of the Milwaukee School of Engineering.

Wisconsin Stem Pathways-Bringing Science, Technology, Engineering & Mathematics together in the classroom.

Incorporating PLTW (Project Lead The Way) is a challenge in small, rural schools. Lac Courte Oreilles Ojibwe (LCO) School is an example of how to succeed with dedicated, flexible teachers and a supportive administration. I saw its potential attending a conference in 2009 through the UW Gear Up program. Kern Foundation funding gave the LCO PLTW program a start providing training for the Gateway teachers and core equipment. A three year grant added training and equipment each year resulting in a fully certified engineering program. The school continues financial support.

Teachers in a small PLTW school have to be committed to the program. Every day they teach many subjects and must seek out professional development to expand curriculum. I am the only LCO middle school science teacher, Gateway teacher and high school engineering teacher. Athletic Director and Health/PE teacher Dion Doyle covers Medical Detectives in the Gateway track and one in the Biomedical Science program. Wendy Fuller, the high school science teacher for all science subjects, teaches in the Biomedical Science program.

The school extends STEM

learning to include LEGO league robotics at the middle school level, a science fair, local competitions, Civil 14 Air Patrol partnership, and travel for the American Indian Science and Engineering Society (AISES) sponsored national conferences and past national science fairs. High school students from LCO took 3rd place in the engineering and robotics division of the National American Indian Science and Engineering Fair in 2013. Middle school students took 2nd place (out of 20 teams) in an Intertribal Science Bowl the same year. High school students took 1st for accuracy at a local community college's catapult competition this year. LCO high school students have traveled to Anchorage, Alaska and Denver, Colorado to meet fellow students at conferences for AISES.

This past school year, Jason Bisonette, LCO Culture Curriculum Coordinator challenged engineering students to design and build a canoe adaptation that would support a 7th grade, wheel chair bound classmate in a school wide ricing trip. Arthur Fleming had never been in a canoe or participated in the ricing process. Harvesting manoomin (wild rice) is traditional to Ojibwe culture. Bisonette and I supervised the design and building process. The adaptation worked and Arthur joined his classmates for the harvest!

Wendy Fuller and I were chosen to attend the 2015 Fellows

KEITH SECOLA

2015

Women & Water Fundraiser

November 7, 2015

Pipelines, Tar Sands and Fracking ~ **WHAT'S THE ALTERNATIVE?**

AGENDA

Morning Session: 9:00 am

Welcome
Prayer
Water Song

Afternoon Presenters:

~ Carl Whiting, PhD,
~ Mary Beth Elliot, PhD
~ Leah S Horowitz, PhD.
~ Harry Bennett, Organic Farmer

SEMINAR TICKETS:

Adults.... \$10.00
Elders, 65 +over... \$7.50
Youth under 18 ... \$5.00

Lac Courte Oreilles Convention Center, Hayward WI

Silent Auction
Raffles
Door Prizes

Evening

Concert 6 - 10 pm

TICKETS
Concert Only
Adults... 18 + \$12.00
Youth... Under 18 \$5.00

Strawberry Moon
Women Singers
Paco Fralick
Ben Yahola
David Baker
Bobby Bullet
Keith Secola

Informational Booths
\$150.00

www.abiinoojiaki.org

www.aaiww.org

www.spiritofthewater.org

Abiinooji Aki, Inc.
P.O. Box 444, Hayward, WI 54843
All funds benefit Women & Water Symposium 2016

Gifted & Talented Students Visit The Potter's Shed In Shell Lake, WI



Seven Gifted and Talented Art students visited the Potter's Shed in Shell Lake and came away with beautifully glazed bowls. Shown here are L-R: Neah Billyboy, Andreanna Acosta, Alexa McNabb, Emma Revak and Nevaeh Cross. Missing from the picture are Jada Balber and Destiny Corbine.

The group was chaperoned by G&T Coordinator/Teacher

Sue Taylor and after-school art instructor Brenda Wisner. Everyone was introduced to a variety of methods and styles to choose from while glazing their bowls. All the girls had a great time and produced awesome pieces of art to keep.

For more information on the Gifted art program at LCO Ojibwe School contact Sue Taylor 715-634-8924 X1287.

Change Of Traffic Affecting LCO Schools



The Lac Courte Oreilles Tribal Governing Board and the LCO Roads Maintenance Department have determined it in the best interest of the students discharging from and onto buses that the service road at the school be designated a one-way

street. This change is in process now with the ordering of new signs and will be in effect when signage is installed.

Pathways continued from pg. 8

Institute for the Partnership for Environmental Technology Education (PETE) and National Science Foundation in Honolulu, Hawaii. The Institute focused on climate change for indigenous populations. Thirteen other teachers from tribal schools across the country also attended. We learned about STEM in environmental education and presented PLTW success stories to representatives from other tribal schools. Carly Toder, graduate of a neighboring school, is a NASA Biomedical Engineer. Recently, via video-conference she and students discussed her

work with the International Space Station astronauts.

Some past history includes winning a trip sponsored by the Bureau of Indian Education to NASA's Goddard Space Center in 2010. I participated in the NASA Endeavor Fellowship Cohort 3 from 2011 - 2013, earning a STEM certificate from Columbia University with Leadership Distinction.

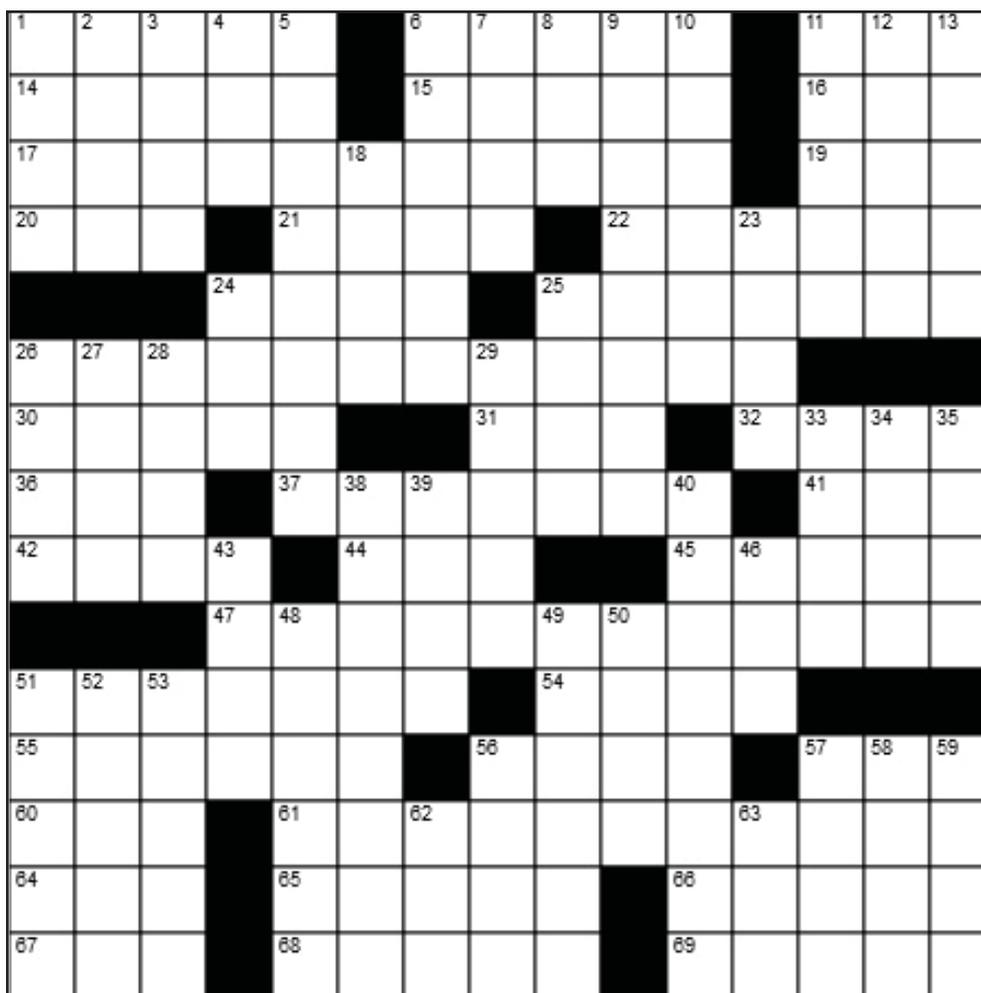
We amaze ourselves at the accomplishments in six years. We hope to inspire other small schools considering PLTW. It takes a lot of energy, teamwork but you can do it.

LCO YOUTH COUNCIL

Weekly Membership Meetings
EVERY WEDNESDAY

5:00 pm - 7:00 pm
LCO Cllege (Rm 306)
Dinner & Transportation Provided

Are you between the ages of 14-21? Interesting in helping your community? Do you like to work hard and play hard? Would you like to help create positive activities for youth? Would you like to have a voice in your community?
Join LCO Youth Council!!!!
FMI
Contact Jennifer Cadotte (715) 634-4790 ext. 130



Across

1. SeaWorld attraction
6. Greased
11. Back muscle, briefly
14. Stationery brand
15. Benjamin
16. Old English letter
17. Betrothal
19. Never, in Nuremberg
20. D.C. VIP
21. Bunches
22. More strange
24. Actor Baldwin
25. Mystery
26. Capital of Utah
30. Bony prefix
31. Dispenser candy
32. Catch
36. Beatty of "Superman"
37. Irrigated
41. Stray
42. Simplicity
44. Opposite of post-
45. Lout
47. Standing alone
51. Forbidding
54. Mild oath
55. Tries to bite
56. Burn the midnight oil, studying
57. Safety device
60. Bearded grazer
61. Irrigate beneath ground level
64. Orch. section
65. Maine college town
66. Horselike African mammal
67. Univ. aides
68. More recent
69. Ford flop

Down

1. Tennis matches are divided into these
2. Fabled loser
3. Like ____ of bricks
4. Witticism
5. Desecrate
6. Word of the hour?
7. Monogram ltr.
8. Limb of a felled tree
9. Put out, in the old days
10. Sense
11. Bolshevik leader
12. Old French expression meaning "goodbye"
13. Unit of heat
18. Entreaty
23. Beams
24. Corroded
25. Super server
26. Unit of loudness
27. On or towards the Mediterranean, for example
28. Former Fords
29. Fencing swords
33. "M*A*S*H" soft drink
34. Elvis's middle name
35. Alcoholic drink
38. An opening
39. Corner
40. Make more active
43. Young newts
46. Append
48. Logic
49. Abject fear
50. Thickening agent
51. Emo anxiety
52. Utah's ____ Mountains
53. Urges
56. Silver screen
57. Apprehends
58. Versailles verb
59. Blue hue
62. Fiddle stick
63. H.S. proficiency test

HUD continued from pg.3

\$11.4 billion to support a range of affordable housing and community development activities in tribal communities over the past 18 years. Through 2014, IHBG recipients have built or acquired almost 37,000 affordable housing units in Indian Country, and substantially rehabilitated almost 72,000 units over the life of the program.

This February HUD announced

a total of more than \$651 million in Indian Housing Block Grants (IHBG) to 636 Native American tribes in 34 states throughout the country. Of that, nearly \$20.5 million went to 11 Native American tribes in Wisconsin including over \$2.7 million to the Lac Courte Oreilles Band of Lake Superior Chippewa Indians of Wisconsin.

Subscribe to Receive e-News Alerts

Anyone interested in receiving news direct to their e-mail inbox can subscribe to the Lac Courte Oreilles e-newsletter which is distributed monthly with updates, news, and alerts.

To subscribe, visit lco-nsn.gov and click on LCO News for a link to the subscription sign-up area. Join

separate lists for news, events and happenings. Be sure to then check your e-mail inbox for subscription confirmation.

Viewable on PC, tablet or phone, the newsletters will help keep you informed of what's going on in the community.

Elders: Let's Help Our Kids!



Native Community Elders: We have been invited to participate in a rewarding opportunity.

The Boys & Girls Club of LCO has expressed the need for elders to help the youth for 1 hour per week (or more days per week if you choose)!

The program is called "Power Hour" and they meet after school hours in the LCO K-12 School.

They can use help with homework, building math skills (which can include teaching them how to play CRIBBAGE!!) or anything educational (crafts or games)...

Bring your ideas!!! We need YOU!

For more information, call Mary at 715-957-0027 or Wes 715-699-4882



Monday-Friday 4:30- 5:00 or 5:30pm

8575N Trepania Road at the K-12 School

Transportation can be provided...just let us know!





LAC COURTE OREILLES / GRINDSTONE CREEK CASINO

Team Member Newsletter

Team Members going Above & Beyond

On the afternoon of August 18th, at approximately 12:20 pm, an electrical fire broke out in the Buffet. We learned a bank of machines were shut down, but came back up, but the Wigwam and Buffet were closed, and Team Members working in those areas were sent home.

When the electricity came back online around 4 pm, calls were made to supervisors and Team Members to ask them to come back to work in the Wigwam for the evening. Thanks to the efforts of the following Team Members who were asked to come in to work, the Wigwam re-opened at 6 pm:

Carl Jerome, Danielle Grover, DJ Kagigebi, Robert Jack Jr. and Joseph Thayer.

These people shared the work for the Wigwam, they prepared the food, cooked, cleaned, bussed tables, and took turns washing dishes. No one said, it's not my job! They worked together at the end of the day to clean up. Yes, they are acknowledged and appreciated for going Above and Beyond.

~ Dulcie Wolf, C.F.O.



News from the M.I.S Dept.

MIS has historically issued wireless internet access codes to employees. This practice has basically rendered our bandwidth that was meant to our hotel guests down to almost nothing. Especially on weekends.

As of the end of the business day on 9/30/15 we will be resetting all wireless internet access and going forward only hotel guests will be issued codes.

Administration News!

Administration has been taking on new roles within the organization. Everyone with the Team has made me very proud! I want to take this opportunity to Thank the entire staff for contributing to the success of the department!

Our receptionist have done an **Awesome** job in covering additional shifts and adjusting their normal schedules to accommodate the needs of the business. I would also like to thank the Security Staff for pitching in and helping out!

We have also become an essential part of the Communications Committee that has been formed. A Special thanks is also in order for (3) of our staff members; Julie Taylor, Aaron Taylor and Emily Schmock. All (3) have contributed greatly to our communications efforts. Emily Schmock is currently updating our Team member message display that is located at the Team member entrance. Emily took it upon herself to display inspirational/motivational quotes on the board. Others have also provided Emily with quotes to display, in which, she revises frequently. Aaron and Julie have done an **outstanding** job with the monthly Team member Newsletter, Bi-weekly Hot Sheets, and the Internal Solutions Report. Your efforts have contributed to the improvement in the organizations communication.

I would like to take this opportunity to encourage all Team Members to fill out a Solutions Report if you have ideas, concerns, and Solutions to help drive the organization in becoming The Premier Guest Experience Destination in the Midwest!

~ Kimberly Martinson, Executive Manager

Community News & Happenings!

Tribal member News:

Ferrell Gas is charging \$1.29 a gallon for Tribal members.

For more tribal news please "like" LCO News & Info" on Facebook!

Upcoming Events:

- ⇒ New Policy takes place Oct. 1st
- ⇒ Indigenous Day Holiday Oct. 12th
- ⇒ Team Rally Oct. 28th
- ⇒ Spook Out at the Hideout Oct. 29th & 30th, beginning at dusk!
- ⇒ VIP Event -Murder Mystery - Oct. 30th Marketing is searching for extra team members to help out with this event. If you are interested, please see Tina Schmock for more info or watch out for a sign up sheet that will be located by the Reception desk.



Nightmare on Schoolhouse Haunted House
October, 23, 24, 25, 30, 31 6pm-9pm
Free Matinee (No Monsters, Lights On) Oct
\$2 or \$1 with a donation for the food Shelf
9056N Round Lake School Rd
Located 3 miles from the Casino
Next to the Commod Shop
Enter at Your Own Risk!

Human Resources News!

Team Rally is set for October 28th, 2015 with two (2) sessions morning session at 9am and afternoon session at 1pm. Doors will open half hour before with light food to be served.

This is a mandatory Rally, each Team member must attend one complete session. Timeliness is important as the doors will be locked after the start of each Rally.



The theme song for the video montage is "Thriller". Please contact Tina Schmock to set up a recording time for your video.

NORTH AMERICAN LOCAL FREE CELL PHONE PROGRAM

FREE CELL PHONE (Iphone 3)
UP TO 1000 FREE MINUTES PER MONTH
LOCAL AND LONG DISTANCE CALL TALK AND TEXT
UP TO 15 MEGS OF DATA EACH MONTH

You may qualify if you receive: Medicaid, Food Stamps, Bureau of Indian Affairs General Assistance, Tribally-administered Temporary Assistance to Needy Families (TANF), Food Distribution Program, Low income Home Energy Assistance Program, Federal Public Housing, Supplemental Social Security, National Free Lunch School Program, Household income less than 135% of Federal Poverty level, Wisconsin Works and Head Start/Early Head Start program. **ALL TRIBAL MEMBERS AGE 18 & OLDER, AND RESIDING ON TRIBAL LANDS ARE ELIGIBLE—**

NORTH AMERICAN LOCAL WILL HAVE A REPRESENTATIVE ON LOCATION TO ASSIST IN COMPLETING APPLICATION AND ANSWER QUESTIONS:

FRIDAY, OCTOBER 23, 2015 AT THE FOLLOWING LOCATIONS:

LCO Head Start/Early Head Start: 7:30 a.m. to 9:00 a.m.

LCO Country Store: 9:30 a.m. to Noon/Store Lobby

LCO Schools: 1:30 p.m. to 2:30 pm / Cafeteria

LCO Casino Breakroom: 3:00 p.m. to 5:00 p.m.

SATURDAY, OCTOBER 24, 2015 LCO Casino 10:00 a.m. to Noon



DOSE OF REALITY

Wisconsin Department of Justice
 Prescription Drug Take Back Event
 Saturday, October 17, 2015

LOCATION: LCO TRIBAL POLICE DEPARTMENT
 9792N COUNTY HIGHWAY K

TIME: 10:00 A.M. - 2:00 P.M.

HOSTED BY: LCO TRIBAL POLICE DEPARTMENT

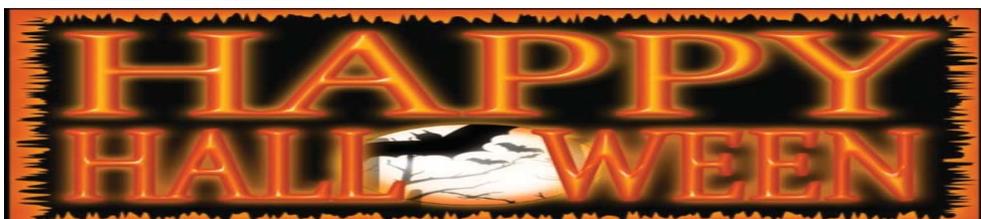
BRING

Prescription (controlled and non-controlled) and over-the-counter medications, ointments, patches, non-aerosol sprays, creams, vials and pet medications.

DO NOT BRING

Illegal drugs, needles/sharps, inhalers, aerosol cans, bio-hazardous materials (anything containing a bodily fluid or blood), mercury thermometers, personal care products (shampoo, soaps, lotions, sunscreens, etc...), household hazardous waste (paint, pesticides, oil, gas).

Safely dispose of all unwanted, unneeded or expired medications. Participants may dispose of solid, non-liquid medication(s) by removing the medication from its container and disposing of it directly into a disposal box or into a clear sealable plastic bag. Blister packages are acceptable without the medication being removed. Liquids, aerosols, and gases must be in their original packaging.



LCO Quick Stop



Sunday - Thursday 6:30 am - 9:00pm
Friday - Saturday 6:30am - 10:00pm

Every Monday Free 20oz Coffee!

Every day is Senior Day!
Stop in today to receive a 2% discount on fuel



All Native Crew
CQ CMD Construction co.

License & Insured
Create Maintain Demolish
Replace & Repair
Roofing, Decking, Framing
Siding, Drywall, Painting
ETC....

Larry Quagon phone: 715-699-3559
E-mail: cq.cmd.construction@gmail.com

Drive a little...
Save a lot!

at the LCO Convenience Center

Food, Deli, Grocery, Gas,
Cigarettes, Beer, Car Wash,
and Awesomeness!

Chesters Chicken

Hours: 6am—Midnight



Catch you at
The Landing

where is your next office or private party?
Let us take care of your meeting or party needs!
ask about our private party booking!

(715) 462-3626

Come and check out our new Face book page!



<http://thelanding-lco.com>



Lac Courte Oreilles

LCO Country Store
Pride of the Ojibwa HAYWARD, WI

GROCERY • MEAT • PRODUCE

check out our web site for weekly specials!

www.lcocountrystore.com

Winter Hours:

Monday - Thursday 7:30am - 7:30pm

Friday & Saturday 7:30am - 9:00pm

Sunday 7:00am - 7:30pm

Check out our new Face book page!



Deadline for the November Issue
of the LCO Tribal Newsletter is
Friday, November 6, 2015
at 5 p.m.

Please submit your news and
announcements to
Lonnie Barber @
lonnie.barber@lco-nsn.gov

Ojibwe Java

"The Only Coffee stop you need to make"

Open Monday - Friday 6:30am - 3:00pm

Saturday - Sunday 7:00am - 3:00pm

(715) 915-1100

Stop in today and try our Made to order
Breakfast sandwiches & Lunch Sandwiches



A Monthly Publication of Lac Courte Oreilles Tribal Government

Views and opinions expressed here do not reflect those of the Tribal Governing Board or its members.

~Staff ~ Lonnie Barber, Editor, lonnie.barber@lco-nsn.gov ~ Articles and submissions can be made to Lonnie Barber at lonnie.barber@lco-nsn.gov ~