

WIKWEDONG DAZHI-OJIBWE

The Keweenaw Bay Ojibwe

Gashkadino Giizis - Freezing Moon - November 2013 Issue 112



KBIC Holds 5th Annual Chelsey LaFernier Walk



Picture by Lauri Denomie.

Left to right, Lily Marcotte (Chelsey's sister) and Alexxus DeCota (Chelsey's daughter) during poem and balloon release.

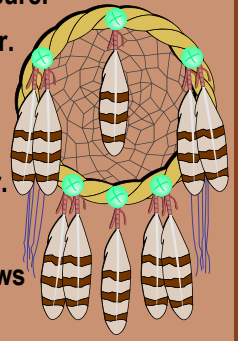
This year the Keweenaw Bay Indian Community held the 5th Annual Chelsey LaFernier Walk on Saturday, October 5, 2013. With 237 registered participants, the walk began at the corner of McGillan and Lyons Street in Baraga, a location near the residence where Chelsey LaFernier, a KBIC member, was murdered by her domestic partner on January 22, 2009, on the Keweenaw Bay Indian Community Reservation. Since October is National Domestic Violence Awareness Month, the annual event, which has been named for Chelsey, has been held every October since her death. The event is held to increase domestic awareness within the Keweenaw Bay Indian Community and surrounding neighborhoods.

Participants, who wore purple in support of domestic abuse awareness, marched to the Ojibwa Senior Citizens' Center on Main Street in Baraga. This year the event hosted two KBIC speakers: Marilyn "Molly" Loonsfoot and Wausaumoutouikwe Sandman-Shelfoe, who spoke of their own experiences with abuse and how they escaped from that abuse and became survivors. Another hosted speaker (shown above) was Lily Marcotte who is the eldest sister of Chelsey LaFernier. Lily spoke of the suffering she and her family members have experienced due to the loss of their family member at the hands of domestic abuse.

KBIC Tribal President Warren "Chris" Swartz, Jr. addressed the crowd in his wel-

Tribal Council Members:

- Warren C. Swartz, Jr., President
- Elizabeth D. Mayo, Vice-President
- Susan J. LaFernier, Secretary
- Toni Minton, Asst. Secretary
- Jennifer Misegan, Treasurer
- Robert D. (RD) Curtis, Jr.
- Frederick Dakota
- Jean Jokinen
- Michael F. LaFernier, Sr.
- Carole LaPointe
- Elizabeth (Chiz) Matthews
- Don Messer, Jr.



SPECIAL POINTS OF INTEREST:

- October 5, 2013 Tribal Council Meeting
- 5th Annual Chelsey LaFernier Memorial Walk
- Health Insurance Marketplace opens, KBIC Health
- KBIC Harvest Feast Held
- Solar System at Commodity Foods Warehouse
- Employee Recognitions
- Ojibwa Senior News
- Deepest Sympathy



Walk continues on page six.



Picture by Lauri Denomie.

OCTOBER 5, 2013 TRIBAL COUNCIL MEETING

The Tribal Council held their regularly scheduled Saturday Tribal Council meeting on October 5, 2013, at the Ojibwa Casino Conference Room, in Baraga, Michigan. President Warren C. Swartz, Jr. presided over the meeting with Elizabeth D. Mayo, Susan J. LaFernier, Toni Minton, Jennifer Misegan, Robert (RD) Curtis, Jr., Fred Dakota, Michael F. LaFernier, Sr., Carole L. LaPointe, Elizabeth "Chiz" Matthews, and Don Messer, Jr. present. Absent: Jean Jokinen.

President Warren C. Swartz, Jr. shared numerous *Thank You* and *For Your Information* items addressed to Council. President Warren C. Swartz, Jr. gave the President's Report (page five), Treasurer Jennifer Misegan gave the Treasurer's Report (page three), and Larry Denomie III gave the CEO's Report (page three). Council passed the Department Head Reports for August 2013.

Diana Chaudier, Election Board Chair, presented the list of eligible Tribal Members who have submitted their names to be placed on the Primary Election Ballot as: Michael Cardinal, Martin Curtis, Jr., Fred Dakota, Bruce LaPointe, Gary F. Loonsfoot, Sr., Gerald Magnant, Elizabeth Mayo, Donald Shalifoe, Sr., and Donald Stolp (For Tribal Council—Baraga District); George DeCota, Edward Edwards, Timothy Friisvall, Michael F. LaFernier, Sr., and Toni Minton (For Tribal Council—L'Anse District); John Davis and Violet Friisvall-Ayres (For Associate Judge). Ms. Chaudier said, "A Primary Election is required in both the Baraga and L'Anse Districts for the position of Tribal Council. The Board recommends approval of all the Tribal Council Candidates. The Judicial position of Associate Judge does not require a Primary Election." **Motion by Fred Dakota to approve the candidates in the L'Anse and Baraga Districts as presented, supported by Don Messer, Jr., nine supported (Mayo, S. LaFernier, Curtis, Dakota, M. LaFernier, LaPointe, Matthews, Messer), 0 opposed, one abstained (Minton), one absent (Jokinen), motion carried.** On another matter, Diana Chaudier, informed Council that there are 337 eligible voters who registered for the October 22, 2013, Secretarial Election.

Treasurer Jennifer Misegan brought forward the donations for October 2013. **Motion by Jennifer Misegan to approve the October 2013 donations in the amount of \$500.00 for Special Olympics (match donation), \$500.00 for March of Dimes (match donation), \$500.00 for the Cancer Society, \$100 for Howl-O-Scream House/Youth of Baraga County who holds a haunted house at the Whirl-i-gig and placement of full page ads in both the L'Anse and Baraga Yearbooks. (\$200.00 for L'Anse, Baraga when requested) for a total of \$1800.00, supported by Michael F. LaFernier, Sr., ten supported (Mayo, S. LaFernier, Minton, Curtis, Dakota, M. LaFernier, LaPointe, Matthews, Messer), 0 opposed, 0 abstained, one absent (Jokinen), motion carried.**

Joseph White, Tribal Member, addressed Council with concerns regarding not being eligible to receive Medicare because he has over \$2,000 in assets. He requested for Council to address the matter of Part B of the Medical Insurance and have it paid for the Community members, especially for the elders and the disabled members. President Swartz said, "Council is aware of these ramifications and have discussed, in particular, how to address them. Council is working on it and is considering our options, and we are looking at the budget." Council Member and Health Director Carole LaPointe said, "We have a procedure made up, and we've talked with an insurance broker, and now we have to wait until we hear back from the broker to see how we will run the program to sign up for Medicare Part B. Medicare Part B sign up begins October 15th, so hopefully by then, we'll have something in place. We will be working with our elder and disabled members to set the program up."

Mr. White also asked the Council, "Did the tribes of the Upper Peninsula get together and sign a petition against the wolf hunt?" President Swartz indicated, "Yes, I don't know about the tribes, but there are a number of tribes opposed to the hunting, killing, or trapping of our brother, Ma'iingan, and the Keweenaw Bay Indian Community actually went on record that we are opposed to the wolf hunt, and in addition a consor-

tium of tribes from Wisconsin are also opposed to the wolf hunt in their area. We are aware of it, and there was an effort by a group of people in Michigan to stop it. They were able to stop it, and the legislators in Lansing decided to continue with the wolf hunt. There are 1200 licenses available to kill; I believe there are 230 permits available for our area. We feel there are policies in place that will take care of any problem wolves since there are a few wolves that create problems, and we feel that there are policies in place to take care of the problem wolves now, and they don't need to kill 230 of them. There are not enough wolves in the Upper Peninsula, and we are opposed to it. There is an effort in Michigan right now to stop the hunt for next year, and there is a petition going around the state of Michigan relating to getting the wolf back up on a referendum vote."

Jennifer Misegan stated, "The Tribal Council would like to take this opportunity to recognize and honor three very special Tribal Elders who have decided to retire from the Enrollment Board. William Swartz, Violet Friisvall, and Gretchen Emery have all served as members of the Community's Enrollment Board since it first began in 1995. They have been faithful members of the Board for 18 years. They have not been easy years; their responsibilities on the Board were for a time very controversial. They were chosen for the Board because of their knowledge of our ancestors, our Tribal families, and our tribe in general. They have been invaluable to me. I personally have learned so much from them. Not a meeting went by without learning about families from Zeba to Assinins. I heard a lot of 'she was this one's great-grandmother; she was married to so and so from Marquette; he had two kids with this one; and do you remember who her grandmother was.' Their knowledge and memories have been amazing and irreplaceable. There have been some very good stories. There have been times when if someone was unsure, Violet would go to her archives, or basement, and find newspaper articles or obituaries and bring the information back to the Board. There have also been a lot of jokes, usually told by Bill at the very end of each meeting, and not many of them can be repeated here. They have all served our tribe well and done so very respectfully. Chi Miigwech to Bill, Violet, and Gretchen."

~ submitted by Lauri Denomie, Newsletter Editor

Correction: In the October 2013 issue the following was incorrectly printed: Motion by Carole LaPointe to wait for the written report to review from yesterday's meeting and then make a decision to either stop the audit or move on, supported by Don Messer, Jr., nine supported (LaPointe, Messer, Mayo, S. LaFernier, Minton, Curtis, Dakota, Jokinen, Matthews), two opposed (Misegan, M. LaFernier), 0 abstained, motion carried.

The correct motion is: Motion by Carole LaPointe to wait until the written report comes in from yesterday's meeting from the auditors then decide to move further, supported by Don Messer, Jr., supported by two (LaPointe, Messer), nine opposed (Mayo, S. LaFernier, Minton, Misegan, Curtis, Dakota, Jokinen, M. LaFernier, Matthews), 0 abstained, motion defeated.

ATTENTION KBIC MEMBERS



The 2nd Reading of the Proposed Ordinance 2013-04 Tribal Code Title Twenty Natural Resources Chapter 20B KBIC Mining Moratorium will be held on Thursday, November 21, 2013, in the Ojibwa Casino Resort Conference Room at 1:00 p.m. during the Tribal Council meeting.

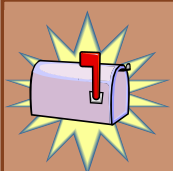
The Tribal Council will receive verbal and written comments from Tribal members at the public hearing in accordance with the Legislative Process public hearing procedure adopted by the Tribal Council.

Copies of the Proposed Ordinance 2013-04 are available at the Tribal Center, KBIC Donald LaPointe Medical Center, Pines Convenience Center, Ojibwa Senior Citizens Center, Tribal Court, Commodity Foods Center, Ojibwa Housing Office, and Ojibwa Community College. Copies are also distributed to all Departments within the Tribe.



Picture by Lauri Denomie.

Left to right: Treasurer and Enrollment Director Jennifer Misegan, Violet Friisvall, Gretchen Emery, and President Warren "Chris" Swartz, Jr. Not present: William Swartz.



To be added to the mailing list or to correct your mailing address, contact the enrollment office at (906) 353-6623 ext. 4113.

To place an ad, submit an article, or relate information or ideas on possible articles contact:

Lauri Denomie at (906) 201-0263, or e-mail:

newsletter@kbic-nsn.gov

All Tribal Veterans' Meeting at the Lighthouse, Sand Point, will be held every third Wednesday of the month at 1900 hours.

All Tribal Veterans are Welcome!

CEO REPORT FOR THE MONTH OF SEPTEMBER 2013

The month of September 2013 included the following activities and reportable items:

- Our office has been working closely with Council during their review of the FY14 budgets. The approval of budgets for the start of FY14, which would have begun on October 1, hasn't occurred yet due to the balancing efforts taking longer than anticipated. This has been one of the most difficult years to balance due to many factors. Because the approval of budgets hasn't occurred yet, and some policies for programs are under review, some programs are suspended. Members are being asked to keep their documents, so they may be provided to receive a reimbursement once budgets are approved.
- Debbie Picciano, TERO Director/Training Coordinator, and I have been meeting with Ojibwa Community College staff to develop training programs for employees. The first set of program offerings includes MS Office 2010 programs which entail 10 hours of training in Word, Excel, and Power Point and will begin mid-October.
- The Sand Point camping area is undergoing a major facelift. Following the Labor Day holiday, camping at the point was suspended, so construction crews could install the new roadway which will include blacktop surfacing throughout the area. The project is slated for completion later this month.
- KBIC programs that operate at the Niiwin Akeaa Community Center have been realigned. Youth programs, facility use, and the fitness center now fall under the responsibility of one director. The change provides for cost savings to the Tribe.
- The Tribe has approved the location of the new Zeba Hall/Community Center. The land,

which will part of the match for the HUD Indian Community Development Block Grant, is the baseball field located in the Ojibwa Housing projects off of Whirl-I-gig Road.

- The Tribe approved moving forward with an evaluation of the casino operations. Michael Crump of IGS and his staff have been on-site this week performing their evaluation. The team will complete their on-site visit on October 9, by meeting with Council and management to deliver their initial report. IGS will provide their full report shortly after and will identify specific issues and risk assessments as well as make recommendations for correcting the issues. As of this report, the team has met with staff associated with the scope of the evaluation and indicated that everyone has been very cooperative.
 - An RFP has been sent to local LP Gas Companies to solicit proposals for guaranteed pricing for the upcoming heating season. LaCourt Bottled Gas Co. of Baraga was awarded the contract last year which provided a significant savings to the Tribe and the members who participated. This year's request covers the period of Nov 2013 through May 2014. The deadline for submission of proposals is Oct 9.
 - The end of our one year agreement with US Oil Co. for supply of fuel products at the Pines is coming up in mid-October. We are working on continuation of supply and will be providing more information at the October 10 meeting.
- As always, if anyone has questions, concerns, or issues the CEO's office can assist with, please don't hesitate to stop, e-mail, or call.
Respectfully submitted,
Larry J. Denomie, III, CEO

Due to the rising costs of materials and in order to cover those costs the Tribal Council approved increases to the following **Motor Vehicle and Licensing Fees**:

Motor Vehicle/Licensing Fees Approved by Tribal Council 10/17/2013

Title Fee	\$22.00
Duplicate Title Fee	\$22.00
Seniors Citizens (aged 55 and older) get a \$5.00 discount on registration transactions except plate transfers and one free plate or renewal each year per household.	
New Plate	\$35.00
Replacement Plate	\$30.00
Plate Renewal	\$25.00
Motorcycle Plate	\$15.00
Trailer Plate	\$15.00
Plate Transfer	\$ 5.00
New Veteran's Plate (1 st plate issued – free)	\$25.00
ATV/Snowmobile Registrations	\$15.00/3yrs
Boat Registration	\$15.00/3yrs
Collector's Plate (includes postage)	\$50.00
Regular Hunting/Fishing/Trapping Cards	\$15.00
Senior Hunting/Fishing/Trapping Cards	\$ 5.00
Visitor Hunting/Fishing/Trapping Permit Minimum charge is (Price varies for each Tribe)	\$15.00
Second Set Deer Tags	\$ 5.00
H/F/T Replacement Card	\$10.00
Bait Permits	\$10.00
Camping Permits	No Fee
Handicapped Permits	No Fee
Personal Overnight Netting (Subsistence)	No Fee
Enrollment Cards (1st Card) (\$10/ea. after)	No Fee

TREASURER'S REPORT FOR THE MONTH OF SEPTEMBER 2013

Activities reported by the Treasurer, Jennifer Misegan, for the month of September 2013.

Donations approved for the month of August were as follows: **Special Olympics Law Enforcement Torch Run \$500.00.**

The Fiscal Year 2014 budget reviews began September 9, 2013, with a review of the last fiscal year audits and a summary of net assets. All audits were given unqualified opinions. There were only findings in the audit of the Keweenaw Bay Ojibwa Community College with the problem being resolved in the purchase and utilization of a new software program. The CFO reported that the net assets of the Tribe continue to grow while the net assets of the Ojibwa Housing Authority have gone down this past year as they have for the last four years. The CFO stated that we stand at a pretty good financial position even though the cash flow is lagging. It was noted by Fred Dakota that in 1969 the Tribe had \$800 in the bank, now we are worth close to \$100M. Sometimes we forget how far we have come and how successful we are.

Fiscal year 2014 budget has been the most difficult that I have ever been involved in. Our focus is to balance the budget before it is approved. When we first began the process, we had a projected deficit of \$2,962,012. The majority of this was due to requested capital projects at both casinos. It was also with some departments putting in their "wish list" items, which is understandable that they would want their departments to grow. The Council had held several meetings, gone through the budgets, and made several changes and reductions. Department Heads were given the opportunity to make reductions and suggestions. Many have provided some very constructive ideas that have been much appreciated, and many have been implemented. The deficit has been reduced to \$1,453,310. We are continuing to work to balance it since the Council does not want to approve a deficit budget. It has been a difficult task as the cost of everything has increased, and as everyone has seen that their discretionary spending amount has gotten smaller, we are finding that we must be more cautious with spending as well.

It is important for the membership to know that contrary to what may have been heard, the

Tribe is not broke. The Council is working on the budget because we do not want to dip into our investments or savings to cover costs. What has been saved is for future projects or expansions, and it is both our security and how we will provide for generations to come.

The forensic audit of the Ojibwa Housing Authority continues. The audit was called because the Tribal Council has questions, regarding the operations, that continue to go unanswered. Questions that include the use of program funds, internal controls, formation of the "holding company", financial statements, bonuses, loan and mortgage repayment schedules, and OHA's 401 (k). A letter to the editor appeared in the September 25th edition of the L'Anse Sentinel by Eddy Edwards, the Executive Director of the Housing Authority, which contained numerous misstatements such as the reason for the audit. The audit was not called because of allegations of theft on the part of OHA staff. No such accusations were ever made.

On May 4, 2013, the Tribal Council voted to move forward with a forensic audit. All Council members were in favor except Jean Jokinen. Toni Minton was absent. On July 25, 2013, the Council approved an engagement letter with the firm Schechter, Dokken and Kanter and to utilize a small group as recommended by the Auditors. The small group consisted of the Treasurer, Tribal Attorney, a Council member, and the Asst. CEO. As reported last month, the auditors had forwarded lists of documents that they needed from OHA. As the Treasurer, the documents were to be submitted to me, and I was to send them along to the auditors. Not one document was ever sent to me. What was sent was sent directly to the auditors. Contrary to the statements in Mr. Edwards' letter to the editor, I was never the "middleman", and I never caused delays. For whatever reason, OHA did not cooperate with me or want me to see their documents.

As the audit progressed, there were some questions regarding the Keweenaw Bay Ojibwa Housing & Community Development Corporation, or the non-profit board. On September 19th Council was informed of these questions. It was then I made a motion to replace myself and Jean on the small group with Council member Don Messer and Asst. Secretary Toni Minton. I had been a member of the non-profit Board and

did not want there to be any perception of impropriety or conflict on my part if I continued to be involved in the audit. Jean was replaced for other reasons.

An additional list of documents was sent from the auditors requesting documents from the non-profit Board. Eddy refused to provide any of the requested documents stating that OHA was a separate government entity. The President, Vice President, and other Council members attended meetings of both the OHA Board of Directors and the non-profit Board. Both Boards made motions to hire an attorney. After the letter to the editor was in the newspaper, the Tribal Council requested to meet face-to-face with the OHA Board of Directors. This week we were told that OHA Board of Directors will not meet with the Council until they meet with their attorney.

The Ojibwa Housing Authority is an entity created by the Keweenaw Bay Tribal Council. It is still under the umbrella of the Tribe and still a part of the Tribe. The funds that they receive from Housing and Urban Development are funds that go to the Tribe and are given to OHA to administer. This Council is responsible for those funds. Eddy stated at the Council meeting this week that their money is the Housing Authority's and not the Tribe's.

The last 2% deadline of the year was September 30th. Many requests were received. The Council will review them in an upcoming meeting, and decisions regarding the funding will be made before November 30, 2013.

This past week I had the honor of being a guest speaker in the Tribal Law and Government class at Northern Michigan University. I spoke on a variety of topics including the role of a Council member, domestic issues, and our relationship with the State of Michigan. It is always enjoyable to talk about our Tribe. The class will be observing our November meeting in Harvey.

If anyone has any questions or comments, please feel free to contact me.

Respectfully,

Respectfully submitted,
Jennifer Misegan, Tribal Council Treasurer

SECRETARY'S REPORT FOR SEPTEMBER 2013 (approved at 10/10/2013 meeting)

Activities reported by the Secretary, Susan J. LaFernier, for the month of September 2013.

ANIN! We honor the greatness in you. Remember: "Indian Country Counts" and "Our People, Our Nations, Our Future." We continue to recognize the richness of Native American contributions, accomplishments, and sacrifices to the political, cultural, and economic life of Michigan and the United States.

A wonderful fall is upon us as we prepare for the snowy, cold season that is another part of the seasons of our area! There was very good information shared at the annual visit to Keweenaw Bay from U.S. Attorney Patrick A. Miles, Jr. and the Western District of Michigan staff on September 25, 2013. We later honored and recognized our special Government employees for 10, 15, 20, 25, and 40 years of service (Gerry Mantila) to our Tribe (see article). Our congratulations and thanks to these dedicated employees.

It is never too late to encourage others and begin positive lifestyle changes that will help us live longer, healthier, happier lives. Mino-Bimaadizin—"Live Well." Remember everyone should participate in at least 30 minutes of physical activity five times a week to stay fit. The annual blood drive was held on October 1st at the LaPointe Health Center, and we thank everyone who donated blood and who helped with the event.

NATIVE VOTE 2013—every vote and voice counts. By the time this is read, the October 22nd Secretarial Election will be over, and the decision regarding removing the Secretary of Interior from our Constitution-Article VIII Section I Amendments will have been decided. Community Informational meetings were held on September 24th and September 26th. It is also that time of year to remember to vote in the L'Anse-Baraga Primary Election to be held on November 2, 2013, and the General Election to be held on December 14, 2013. Our goal for Keweenaw Bay is to have 100% of our registered/eligible members vote!

Remember continue to pray for each other, honor and remember all of our veterans, service men and women, and their families. Also remember those who are ill, those with economic struggles, and all those who have lost loved ones during the past year. We pray that we and the world will be graced with the gifts of peace, love, and joy.

Thank you for all that you do to keep our land the beautiful place it is. Thank you, God and Creator, for the great blessings of our land. "Who does the land belong to? Some to those who have walked on, a little to those still living, but most to those yet to be born." ~ unknown.

"Veterans Day" is a day when we pause to give thanks to the people who fought for the things we have. Thanksgiving is a day when we pause to give thanks for the things we have. We wish everyone a blessed, happy Thanksgiving!

During September 2013, the Tribal Council held one Regular Tribal Council Meeting on September 7, 2013, at the Ojibwa Motel Conference Room. This meeting is covered in the October 2013 Newsletter. One motion from the September 7th meeting was not in the newsletter: Approved a motion to move forward with an appeal to the administrative level regarding the B.I.A. Forestry funds direct contract request, and there is a clarification to another motion regarding the Ojibwa Housing Authority's forensic audit: Defeated a motion to wait until the written report comes in from the previous day's meeting

from the auditors, then decide to move further. Tribal Council held ten Special/Finance Council Meetings. Following are the unapproved motions from September.

At a council meeting held September 5, 2013, the following actions were taken:

- Approved the September 20 and 25, 2012 Tribal Council meeting minutes;
- Approved to appoint William Jondreau as the Appellate Court Justice;
- Approved a donation of topsoil to the L'Anse Sports Complex and to have the Tribe be recognized when the complex is completed;
- Approved John Paul DeCota's big boat pro-rated license request.

At a council meeting held September 9, 2013, the following actions were taken: Annual Finance/Budget review meeting which was open to KBIC Tribal members.

At a council meeting held September 10, 2013, the following actions were taken: Annual Finance/Budget review meeting.

At a council meeting held September 11, 2013, the following actions were taken: Annual Finance/Budget review meeting.

At a council meeting held September 12, 2013, the following actions were taken:

- Defeated a motion to build the Zeba Community Building at the Zeba ballfield; approved a motion to consider other options/locations for the Zeba Community Building;
- Approved Resolution KB 1946-2013 Ojibwa Industrial Park easement to UPPCO to run power to the new transfer station;
- Approved the Water Front Solar Agreement with Dustin Denkins for the Commodity Foods solar project;
- Defeated a motion to table the reorganization of the Niiwin Akeaa Fitness Facility until the end of the new year budget process;
- Approved the reorganization of the Niiwin Akeaa Fitness Facility;
- Approved to reclass Nicole Reenders-Arens as the Niiwin Akeaa Programs Director and post the Facility Lead position;
- Approved to move forward and authorize the B.I.A. 2007 Contract Support Claim letters;
- Approved the Employment Agreement with Heather Chapman as a promotion to Tribal Attorney/Tribal Prosecutor, effective today.

At a council meeting held September 19, 2013, the following actions were taken:

- Approved to change the team representing (working on) the Ojibwa Housing Authority forensic audit from Jennifer Misegan and Jean Jokinen to Toni Minton and Don Messer, Jr.;
- Approved to have Sally Snyder (OHA) work directly with the auditors on the forensic audit;
- Approved the (changes) to the KBIC Youth Program Activity Fund Guidelines for 2013-14;
- Approved the purchase of a Trimble (navigation) GPS Unit with trade in from Seiler for \$6,129.00;
- Approved the renewal Independent Contractor Agreement with Lauri Denomie for the Wiikwedong Dazhi-Ojibwe Newsletter;

- Approved purchasing an ice machine for the Community building in Harvey for the Tribal commercial fishermen on the Marquette Trust Property;
- Approved the Funny Business Agency Comedy Clubs (5) for the radio stations for \$6,000.00 for 2013-14;
- 3rd Reading Proposed Ordinance 2013-03 Clarification Title 21B.604 Net Profits From the Sale of Tax Free Tobacco Products By The Community-Tobacco Ordinance 2008-02 which added: who are 18 years of age and older, and defeated a motion for proposed amendment #1 to add: Territory specified in Article I of the Constitution and By-laws of the Keweenaw Bay Indian Community and who are 18 years of age and older;
- Approved a motion for proposed amendment #2 to clarify and add: who are 18 years of age and older and reside in Baraga and Marquette Counties. The net profits shall be distributed equally to eligible Community members in the form of a Christmas Gift Check to be issued following the end of each fiscal year. Added: Eligibility requirements for Community members, other than those specified in this section, shall be further defined in guidelines approved by the Tribal Council.

At a council meeting held September 20, 2013, the following actions were taken:

- Approved a motion for the original cul-de-sac design around the marina loop, to pave this year, and to leave the lakeside road as a one way;
- Approved a personnel policy change to the Government and Enterprise policies regarding Worker's Compensation and Annual/Sick Leave effective today.

At a council meeting held September 23, 2013, the following actions were taken: Annual Finance/Budget review meeting.

At a council meeting held September 26, 2013, the following actions were taken:

- Approved the liquor license renewal for "Jamiganish Wadokaged" Warrior Helpers pending their proof of insurance and to waive the fee;
- Approved Resolution KB 1956-2013 Joseph J. LaFernier recreational lease;
- Denied the request of Mark Blaker for travel funds from Washington to attend his father's funeral in Wisconsin;
- Tabled the approval of a bid for the Head Start carpeting/flooring for the exact cost;
- Approved the bid from Wolverine Door Services for \$28,581.67 for the overhead doors for the transfer station;
- Approved to pay the outstanding amount due of \$1,107.08 for the Spring Cleanup;
- Approved \$52,120.20 from the ICDBG grant to purchase two underground storage gas tanks;
- Approved the bid from L'Anse Furniture Mart for \$16,521.00 for the Head Start carpeting/flooring.

Respectfully submitted,

Susan J. LaFernier, Secretary

KEWEENAW BAY INDIAN COMMUNITY'S HARVEST FEAST



Picture by Lauri Denomie.

Front: Luann Jossens, Heather Asher, Teresa Loonsfoot, Tyler Tolonen, Helene Shalfoe-Curtis, Shanna DeCota, April Dowd. Back: Chad DeCota, Teri Curtis, Lisa Chosa-Hutchison, Carrie Curtis, Cheryl Denomie, Stacey DeCota, Dominic Durant, Jr.

KBIC's Harvest Feast was held on October 19th, at the Big Bucks Bingo Hall. This year's feast was organized by KBIC's Healing to Wellness Court clients with the assistance of a number of community service workers. Not all helpers are present in the picture. Many community members were in attendance.

Four Thunder Drum hosted songs and a 50/50 drawing was held to benefit the Early Springs Production move — *Mutt*.

There will be a Native American Craft Bazaar on Wednesday, November 27, 2013, 12—7 pm, at the Harvey Community Center behind the Ojibwa Casino, M-28, Marquette.

Featuring... fry bread, beadwork, blankets, Indian statues, wreaths, Christmas center pieces, banana breads, dream catchers, and beaded earrings.

Call Sandy at (906) 273-0286 for information.



PRESIDENT'S REPORT FOR THE MONTH OF SEPTEMBER 2013

The President's Report was presented orally. The following was transcribed and edited by the editor with President Swartz's approval.

The following is a list of activities that occurred in the office of the President during the month of September 2013:

- The Community is continuing to move forward with our waterfront solar project at the Commodity Food Program. We intend to install solar panels there and monitor how it works. This is the first one where the Community is involved, and we are eager to move forward with it and see how it works. If it works well for the Community, we will take the lessons learned from that project and apply it to other buildings. We've gotten assistance from the Michigan Economic Development Council who contributed approximately \$15,000 towards this project.
- I was involved with employee recognition last month where we recognized a number of our employees. There are some long time employees who have been working with the Community throughout the years and a number of the Council Members took the opportunity to recognize them with plaques, certificates, and gift cards. We did have one 40-year employee who worked with the Community back when Fred Dakota was the Tribal Chairman, and Fred had the honor of recognizing Gerry Mantila for her many years of service.
- Last month we were able to obtain twenty-five-hundred pounds of green wild rice with a grant through the Circle of Life program. I had contacted Chairman Chris McGesick of Mole Lake, who quickly gathered the rice for us, and our Natural Resource staff picked it up for the Community in Iron River, Michigan. That rice was spread in the area to regenerate the rice here on our reservation. The Natural Resource Department used some of the rice at the Wild Rice Camp which was held on our reservation at the

Powwow grounds. We had engaged the services of Roger LaBine who has been hosting camps at Lac Vieux Desert Reservation for a number of years now. It is good to see our community members practicing the traditional way of harvesting and preparing wild rice. We plan to continue on offering these teachings in the upcoming years.

- Last month we heard from Attorney Connie Sue Martin who is our mining lawyer. She gave a presentation related to ongoing issues between the Community and Eagle Mine. She talked to us about a number of items including regulatory capture, Clean Water Act, the loopholes found, and how they can be fixed. She informed us the EPA is not doing enough, and it appears that the Michigan Department of Environmental Quality isn't even concerned. She talked about the waste and how they are treating that waste and discharges. She gave an update on the Executive Order made by President Obama to consult with tribes; what can be done to make the State of Michigan, particularly the DEQ, consult with tribes regularly and significantly which has not happened in the past at all; and she discussed EPA's delegated powers that should have been passed on to the State of Michigan and that the State of Michigan is saying they don't have any trust responsibilities to the tribe which is certainly a concern of the Keweenaw Bay Indian Community. We are going to continue to monitor the EPA's delegated trust responsibilities and hold somebody accountable because that is something we have reserved in our treaty, and somebody has to uphold the trust responsibility to the tribes. We are taking that very seriously, and we are going to go all the way to the President if we must to get someone to uphold the trust responsibilities that are there. She talked about contacting the Senate Indian Affairs Community to do anything to force Michigan to consult with tribes and to

stop infringing on treaty rights and tribal sovereignty.

- We approved a big boat license to John Paul DeCota.
- We continued to work on the budgets which is an ongoing process.
- The KB campground site near the lake is continuing and moving along. It is prepped and ready for the pavement.
- Bruce LaPointe gave Council an update regarding the culverts on Indian Road which are up-to-date now. The progress is coming along really well. They were able to divert the stream, and it has helped them to compact the culvert and the fish passage culvert they are installing.
- The Community has approved the Zeba Hall project and chose a site for the hall. It will be where the Zeba baseball field is currently. We look forward to a number of events which will be held at the new hall.
- We continue to move forward with the gas station project in Marquette. We purchased two underground steel tanks for gas and diesel fuel for the Marquette gas station.
- Congress is continuing to work on the budget which is having a little bit of effect on the Keweenaw Bay Indian Community, and we hope that Congress can pass a budget soon. In addition, the bigger picture which is coming up is raising the debt ceiling which may have a huge impact on the finances of the United States as a whole. I continue to monitor what is happening because it indirectly has an impact on the programs we have here in the Community since we have a lot of federal grants in our budget.

This concludes my report.

Respectfully submitted,

Warren C. Swartz, Jr., President

SOLAR SYSTEM AT COMMODITY FOODS WAREHOUSE

The KBIC Committee for Alternative & Renewable Energy (CARE) has been evaluating alternative and renewable energy systems for installation at Tribal facilities, to lower energy costs and the impact on natural resources and the environment. In 2011, with grant funding from the U.S. Department of Energy, KBIC erected two wind monitoring towers, one at the Ojibwa Industrial Park and another at Buffalo Fields in Zeba. The study determined that, while wind speeds are moderate in our area, the cost for installing commercial-scale wind turbines would not be recovered in savings in utility costs over 30 years.

Solar power-electricity generated from the sun, however, shows a return on investment more quickly. After meeting with professors from Michigan Tech and a solar consulting company, the Committee recommended installing a solar photo-voltaic (PV) array system at the Commodity Foods Warehouse, which consumes about \$10,000 worth of electricity on an annual basis. This facility was selected due to high energy use and potential for obtaining grant funds. Tribal Council approved this action.

Dustin Denkins, a member of the Sault Tribe, MTU graduate, and owner of Waterfront Solar LLC (www.waterfrontsolar.com) provided cost and payback projections for a 20 kilowatt solar system at the Commodity Foods Warehouse. After securing grants from the U.S. Department of Agriculture and the Michigan Economic Development Corporation, the Tribe's cash match for the \$80,000 solar system is \$5,000. The first year savings in electric utility costs is estimated to be \$4,642, and the reduction in greenhouse gas emissions (GHG) is estimated to be about 21 metric tons of CO2 equivalent or approximately the annual emissions from four passenger cars.

Ultimately, the Committee seeks to determine whether purchasing and installing solar systems will prove to be economically feasible. Based upon projections from Dustin Denkins, with a 50% grant from the U.S. Department of Energy, a system should pay for itself in eight years from utility cost savings. The system has a life ex-



pectancy of 25 – 30 years. The Commodity Foods solar system will serve as a pilot-project to evaluate the actual savings compared to these projections. Should the system perform as expected, there may be an opportunity to install solar systems at other Tribal facilities in the future. While some have inquired about solar systems for homes and hunting camps, the smaller systems are not as cost effective as larger systems. Still, the Committee is reviewing the opportunity to connect smaller facilities and residences to larger solar systems. In addition, the goal of this project includes creating employment opportunities to manufacture or assemble components and install and maintain the systems.

The 20 kW solar system at Commodity Foods is currently being installed, beginning with the footings for the support pipes to hold the frames and solar panels. The panels are expected to be delivered in November with installation to be completed before December 31, 2013. The Committee appreciates the work of Darren

Webb, Jesse Forcia, and Mitchell Durant at Commodity Foods and Bruce LaPointe and Public Works for accommodating and assisting this project. The Committee plans to host an event to showcase the new solar system once it is installed.

~ submitted by Gregg Nominelli,
Economic Developer

KBIC Seasonal Flu Vaccine Clinic Vaccine Clinic, KBIC Health Dept. 2nd Floor

Thursday, November 7th, 1:00—4:00 p.m.
Thursday, November 14th, 1:00—4:00 p.m.
Thursday, November 21st, 1:00—4:00 p.m.
Thursday, December 5th, 1:00—4:00 p.m.

Walk-In Basis ~ While Supplies Last
Vaccine is available for Tribal Members, descendants, and non-native household contacts.

Bring your insurance card if you have one.

For more information contact:
Heather at 353-4546.

Sponsored by KBIC/DHHS.

Chelsey LaFernier walk continues:

come and said, "Since the passage of the VAWA nearly 20 years ago, our Community's response has greatly improved. What was often done behind closed doors is now an issue we are addressing. We've changed the laws, transformed our culture, and have improved services for survivors; and yet we can continue to move to prevent violence from occurring. During this week, we stand with survivors, celebrate our progress, and resolve to carry on until there is no more domestic violence.

We here at the Keweenaw Bay Indian Community are committed to halting this violence. We continue to develop policies, provide our police with better resources to investigate cases, and empower Tribal Court to prosecute those who commit domestic violence. Ending violence in the home requires vigilance and dedication from everyone. We must continue to stand along advocates, service providers, law enforcement, and our criminal justice system. We must reach out to loved ones who suffer and tell them, they are not alone.

This October, let us honor this week by promoting peace in our families, homes, and communities. Let us renew our commitment to end domestic violence."

Lily Marcotte shared a poem by Jeff Edwards, *Message From Heaven*. "Do not be mistaken in all that you are going through, I just want you to know that I have never left you. While it is true you can no longer call me on the phone, I will always be with you—you are never alone. When you hear a child's laughter, when a golden sunset you see, when you feel the touch of a breeze... all these things are me. So don't ever think for one moment that we are apart, for God has left me with you to live forever in your heart. You may see me in the sunshine you may see on any day, you may hear me in the sound of children at play. Feel me as unnum-



Picture by Lauri Denomie.

Marilyn "Molly" Loonsfoot (left) and Wausaumoutouikwe Sandman-Shelifoe (right).

bered raindrops cover your skin. So do not think that you can know these things never again. While the rest of the world may never know that I am there, I am and always will be, I am not going anywhere. Do not think this is the ending; this is a brand new start, for God has left me with you to live forever in your heart." Chelsey's daughter, Alexxus DeCota, released the balloons immediately upon the conclusion of the poem.

Participants gathered for a pot luck feast where a number of prizes were also raffled off with proceedings to benefit the Niimi Gimiwang Transitional Home. Four Thunder Drum hosted songs for the event.



Picture by Lauri Denomie.

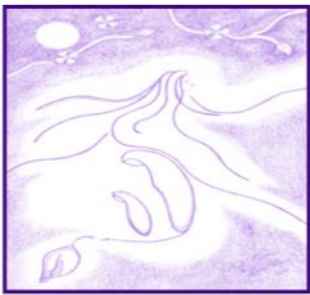
KBIC & OVW would like to thank all who participated in the 5th Annual Chelsey LaFernier Memorial Walk and Feast

-An additional Chi Miigwech goes to the following Sponsors & Supporters-

Auto Value of L'Anse ~ Back to Basics Massage ~ Baraga Lakeside Inn
 Baraga County Federal Credit Union ~ Baraga County Shelter Home
 Bay Auto Parts ~ Bianco Plumbing & Heating ~ Canteen Bar & Grill
 Cindy Curtis ~ Cue Master ~ The Cutting Edge ~ Doreen Blaker
 Donald A. LaPointe Health & Education Center ~ Eagle Radio ~The Finn's
 Ginnyann Jermac ~ Helene Curtis ~ Hilltop ~The Island Resort & Casino
 Helen Jondreau ~ Indian Country Sports ~ Joey's Seafood & Grill
 KBIC Commodity Foods ~ KBIC Culture Committee ~ KBIC Tribal Police
 KBIC Ojibwa Seniors ~ KBIC Tribal Historic Preservation Office
 KBIC Tribal Court & Healing to Wellness Court ~ KBIC Veterans
 KBIC VOCA ~ Keweenaw Bay Ojibwa Community College ~ Marsha Pharr
 Keweenaw Cairn ~ Keweenaw Kustoms & Kwik Lube ~ Larry's Market
 Lac Vieux Desert Resort Casino ~ La Familia Restaurant ~ Native Nails
 L'Anse Family Dentistry ~ L'Anse Furniture Mart ~ Mercantile Exchange
 New Day Residential & Outpatient Treatment Services ~ Ojibwa BP
 Ojibwa Building Supply ~ Ojibwa Casino & Resort ~ Pepsi Cola of Houghton
 Pat's Foods ~ Ojibwa Housing Authority ~ Pizza Shack ~ Press Box
 Reliance Agency ~ The Pines Convenience Center ~ Riley's ~ Robin Chosa
 Shear Hair Design Side Track Bar & Grill ~ State Farm Insurance
 Superior Chiropractic Superior ~ National Bank & Trust ~ & to the volunteers and community service workers that made this event possible...

KBIC OVW Corner

The KBIC OVW 24-hour helpline is 353-4599.



Office of Violence Against Women Programs and Services

Miigwech to all who participated in the 5th Annual Chelsey LaFernier Memorial Walk and Feast. Two-hundred thirty-seven people registered for the walk this year to share in their remembrance of Chelsey, support the fight against domestic violence, and listen to the stories of our own Anishinaabekwe. Chi miigwech also to those who volunteered, donated, and sponsored this event (see advertisement on left).

OJIBWA SENIORS TRAVEL TO BRANSON, MISSOURI



On September 15th, 36 Ojibwa Seniors traveled to Branson, Missouri. While there they saw seven shows, including the Branson Showboat, and returned home on September 21st. Those traveling were: bottom row, left to right: Sandi Pittsley, Francis Darcy, Marsha Pharr, Nancy Shalifoe, Matt Shalifoe, William (Chill) Seppanen, Susie Crawford, Janice Shalifoe. Second row, left to right: Floyd Crawford, Barb Swartz, Don Funke, Rosie Funke, Lois Bedell, John Jacker, Carol Jacker, Robert (Beaver) Voakes, Ron Spruce, Wanda Seppanen, Sandy Swartz, Debra Parrish, Joyce Hebert. Top row, left to right: Gretchen Emery, William (Gene) Emery, Rich Morro, Dan Lamson, Lena Kuopus, Philomena Ekdahl, Valerie Voakes, Pat Pillsbury, Betty Spruce, Avis Leinonen, Shirley McKasy, Tony McKasy, Veronica Adams, Wally Adams, and Rosemary Haataja.

The seniors have been making pasties, having bake sales, 50/50 raffles, and other fundraising activities for the past year to fund this trip.



NEWS FROM THE OJIBWA SENIOR CITIZENS

There will be no pasty sales in November and December.

The Senior Meeting will be held on November 13, 2013, 12:15 pm.

The Ojibwa Senior Christmas Dinner is scheduled for Saturday, December 7, 2013, 5:00 p.m. Doors will open at 4:00 pm with sign-in for guests and KBIC seniors.

The December trips are finalized. The trip to Green Bay, Wisconsin, will leave on December 11, 2013, approximately 12:00 noon, with a return on the afternoon of December 13, 2013. The Island Resort/Hannahville, MI, Christmas Show will be the evening of December 13, 2013. Seniors signed up for the Island trip will be contacted with a departure time.

Discussion on the possibility of a cruise in 2015 is in the works. No dates have been set as of yet. If interested, attend the senior meetings and share your thoughts on fundraising and/or trip ideas.

KBIC MEMBERS TO BE FEATURED IN NATIVE/FINN CULTURE MOVIE—MUTT



Picture by Lauri Denomie.

Director Rick Allen (right) reviews the theme and cues with actors Donald Stolp, Sr. (sitting, left) and Mitch Bolo (sitting, right). This scene was being taped at the home of Donald Stolp, Sr. on October 5, 2013.

A number of Keweenaw Bay Indian Community Members will star in an Early Spring Productions Company film *Mutt*, being produced by a Copper Country resident Rick Allen. The film focuses on a young lady, Meda Paavola, who is half Finnish and half Native American, who struggles to find love and her own identity in a multi-cultural world. Meda, whose mother died when she was very young, was raised by her Finnish family and had next to no exposure to her Native American culture. She meets and falls in love with Neil, a Native American man who lives on a nearby reservation. Her Finnish family has difficulty adjusting to Meda's newly found roots. Meda faces conflict as a half-breed by her Native American community. Will the couple's love be strong enough to endure the prejudice?

Cast members are familiar to the Keweenaw Bay Indian Community with Samantha Bach featured as lead female role, Meda, and Mitch Bolo as her boyfriend, Neil. Neil's father is played by Donald Stolp, Sr., and Jaycie Forcia plays a young Meda at the age of 12. Other cast members include: Lisa Denomie, Roxanne Carlson, Cody Blue, Paul Smith, and Nate Sherman. Scenes also include a number of extras.

Continues on page eight. (7) Niizhwaaswi

Health Insurance Marketplace opened October 1st!

Get affordable coverage however and whenever you need it.



Certified Assisters are: L-R: Michelle St George, Monica Kohn, and Denise Maki. Picture by Carole LaPointe.

Approximately 541 KBIC Members and descendants, who are currently uninsured, will be able to select a Health Insurance Plan, under the Affordable Care Act, beginning October 1, 2013.

Notices are posted throughout the community, and should be received in the mail, to notify all KBIC uninsured that they may now choose from 14 different Qualified Health Plans (QHP) offered in the Federal Exchange, that the State of Michigan has chosen to participate in. Your proof of income, social security card, tribal enrollment, and proof of descendancy to an enrolled Tribal member (**IF we do not already have this information on file**) are required information needed for enrollment into a Qualified Health Plan.

With the Health Insurance Market Place, you can sign up with one of our Certified Assisters from the Donald A. LaPointe Health Center, at (906) 353-4507, or online at www.healthcare.gov, and combine affordable, low monthly medical premiums with preventive care coverage. You can access an extensive network of physicians in Michigan and throughout the country. Cost-sharing (deductibles and premiums) *do not exist* if you use the Donald A. LaPointe Health and Education Center for your medical, dental, mental health, audiology, and pharmacy needs.

The *Affordable Care Act* will provide 579,000 uninsured American Indians and Alaska Natives an opportunity to get affordable health insurance coverage. The following provides an overview of the coverage and benefits available to American Indians and Alaska Natives today, and those made possible beginning in 2014 by the Health Insurance Marketplace.

Happening Now: Improving Health Care for American Indians and Alaska Natives

Film. *Mutt* continued:

Rick Allen held auditions in August, began filming September 21st and is hoping to be ready for editing by the end of October. After three months of editing, the film should be ready for film festivals by March.



Christine Maki assists in scene production.

Allen said his company sought \$10,000.00 to produce the film. The Tribal Council donated \$2,500.00 towards the costs, and a number of fundraisers have generated about 25% of the amount. Besides Allen, the company employees three part-time employees and some free-lance writers. Allen has a radio and television background and recently worked with ABC 10 television.

Visit www.earllyspring.net or Facebook Early Spring Productions for more information.

(8) Ishwaaswi

- The *Affordable Care Act* permanently reauthorizes the *Indian Health Care Improvement Act (IHCA)* and authorizes new programs to ensure that the *Indian Health Service (IHS)* is more equipped to meet its mission to raise the health status of American Indians and Alaska Natives to the highest level.
- Tribes or tribal organizations carrying out a program under the *Indian Self-Determination and Education Assistance Act* or urban Indian organizations carrying out a program under Title V of IHCA may now purchase coverage for their employees from the Federal Employees Health Benefits Program (FEHB). As of July 31, 2013, over 10,000 employees from 53 tribes in 15 states are enrolled in the FEHB. Ten additional tribes have expressed interest, representing approximately 2,000 additional employees.
- IHS and Tribal programs are now starting to receive reimbursement payments from the Department of Veterans Affairs (VA) for direct care services provided to eligible veterans under the IHS VA reimbursement agreement signed as a result of a new authority in the Indian Health Care Improvement Act.
- Targeted interventions, such as *Community Transformation Grants (CTG)*, promote healthy lifestyles, lower health care costs, and reduce health disparities in tribal communities. Major investments to improve quality of care are improving management of chronic diseases that are more prevalent among American Indians and Alaska Natives.

Over the last three years, the IHS has supported the *National Indian Health Outreach and Education (NIHOE)* project, an effort involving the *National Congress of American Indians*, the *National Indian Health Board*, and the *National Council of Urban Indian Health* and 11 regional entities, primarily Regional Tribal Health Boards, to conduct area specific outreach and education regarding the Affordable Care Act. As of May 2013, the NIHOE project has completed over 330 trainings with tribes, tribal organizations, and urban Indian health programs.

What Medicaid Expansion in the State of Michigan means to Tribal Health Clinics

With the recent passage of Medicaid Expansion, the number of AI/ANs enrolled in Medicaid will increase, if aggressive outreach and enrollment practices are funded, an estimated 58,000 AI/ANs in the state will likely be eligible for exchange subsidies.

Medicaid expansion, not without its own challenges, will be far easier to achieve than AI/AN participation in the health insurance exchanges.

The new national standard for Medicaid is 133% plus a 5% income disregard equaling a maximum of 138%. Very few Medicaid eligible patients will be subject to the individual mandate, but it is thought that the mandate and the new culture of coverage will, despite its non-application, act as an incentive to many more to enroll in Medicaid.

With more Tribal Members enrolled in Medicaid, revenues from Medicaid will be received, and the CHS funding will no longer have to be used (as is done now for your visits if you have no insurance). More revenues at the Health Center will mean more services that we can provide and more providers that we can hire to provide them or refer you too. There is no cost sharing at the Tribal Health Center, which means when you get your services here, you will have no deductibles or co-pays.

Please contact a certified assister at the Donald A LaPointe Health and Education Center for more information about Health Insurance Marketplace or enrolling in Medicaid beginning October 1st!

~ submitted by Carole LaPointe, Health Director

NOVEMBER 2013 Calendar Events

- Nov. 1:** Constitutional Committee Meeting, 1 pm, Council Chambers;
- Nov. 2:** Primary Election;
- Nov. 9:** Reg. Sat. Council Meeting, 10 am, Harvey Community Center;
- Nov. 11:** Gov't Offices Closed, Veteran's Day;
- Nov. 20:** Veteran's Meeting, 7 pm;
- Nov 28-29:** Gov't Offices Closed, Thanksgiving Holiday.



~ submitted by newsletter editor

Happy Thanksgiving



Events occurring throughout KBIC are welcome to be listed on the Calendar of Events. Contact newsletter@kbic.nsn.gov to list your events. Some events are more detailed FYI within the newsletter. For up-to-date event listings, visit www.ojibwa.com and click on calendar. For Youth events, see @ www.ojibwa.com, click on youth club, or contact 353-4643/Main Office at Youth Club, or 353-4644 for the facility attendants or the Kitchen/craft rooms.

KINOMAAGE — TEACHINGS FROM THE EARTH



On Friday October 4th, KBOCC and the KBIC Natural Resources Department helped host *Kinomaage* (Teachings from the Earth). *Kinomaage* is a series of educational workshops that are open to the public and free of charge. Guests at the October workshop learned about forest products such as mushrooms and maple syrup, with teachings rich in Ojibwa heritage. The event was sponsored by the Cedar Tree Institute in collaboration with the U.S. Forest Service and was attended by over 20 people. Look for postings around the community for future *Kinomaage* workshops.



Article and pictures submitted by Dr. Lynn Aho, KBOCC.

GOVERNMENT EMPLOYEES RECOGNIZED FOR YEARS OF SERVICE

The Keweenaw Bay Indian Community held their Falling Leaves and Apple Harvest KBIC Employee Recognition on Wednesday, September 25, 2013, at the Niiwin Akeaa Gymnasium. Participants began the event with a 15-30 minute health walk around the Niiwin Akeaa parking lot. Judging on the best autumn-themed craft using natural materials was held where the winner, Isabelle Welsh, won a \$100 Pines gas card. Lunch and employee recognitions followed. Employees are honored in five year increments, beginning at ten years of service.

Ten years:

Todd Pittsley—10 yrs. 0 mo.
Heather Wood—10 yrs. 4 mo.
Sarah Beaver—10 yrs. 5 mo.
John Preston—10 yrs. 7 mo.
Theresa Massie—10 yrs. 8 mo.
Hope Laramore—10 yrs. 9 mo.
Kim Klopstein—10 yrs. 10 mo.
Kristy Teikari—10 yrs. 10 mo.
Leslie Swartz—10 yrs. 10 mo.
Chris Ann Saari—11 yrs. 1 mo.
Monica Kohn—11 yrs. 2 mo.
Rose Kariainen—11 yrs. 4 mo.
Ron Hueckstaedt, Jr.—12 yrs. 0 mo.
Catherine Shelfoe—12 yrs. 2 mo.
Olivia Loonsfoot—12 yrs. 8 mo.
Becky Tussing—14 yrs. 11 mo.

Fifteen years:

James Richardson—15 yrs. 0 mo.
Edwin Gransell—15 yrs. 1 mo.
Julie Rasanen—15 yrs. 4 mo.
Robert Curtis, Jr.—15 yrs. 6 mo.
Ruth Keller—15 yrs. 7 mo.
George DeCota—15 yrs. 7 mo.
Dale Goodreau—15 yrs. 8 mo.
Norma Kokko—15 yrs. 9 mo.
Jeffrey Mayo—15 yrs. 9 mo.
Timmy Tilson—15 yrs. 10 mo.
Floyd Forcia, Jr.—15 yrs. 11 mo.
Clay VanBuren—15 yrs. 11 mo.
Richard Shalfoe III—16 yrs. 1 mo.
Gerald Cadeau, Jr.—16 yrs. 2 mo.

Cosie LaFerner—16 yrs. 5 mo.
Cherie Dakota—16 yrs. 8 mo.
Susie Lawrence—16 yrs. 10 mo.

Twenty years:

Elvera Lantz—20 yrs. 0 mo.
Michael Biering—20 yrs. 1 mo.
Mary Dee Shanahan—20 yrs. 4 mo.
Jesse Forcia—20 yrs. 8 mo.
Timothy Norczyk—20 yrs. 8 mo.

Twenty-five years:

Arlan Friisvall—25 yrs. 6 mo.
Lisa Denomie—25 yrs. 6 mo.
Brenda Brunk—25 yrs. 9 mo.
Debbie Picciano—26 yrs. 2 mo.
Francis LaPointe, Jr.—27 yrs. 8 mo.

Forty years:

Geraldine Mantila—40 yrs. 0 mo.



Picture by Lauri Denomie.

President Warren "Chris" Swartz, Jr. presents Lisa Denomie with a certification for 25 years of service.

Deepest Sympathy

Loretta Mae Hugo

(April 14, 1936-October 6, 2013)

Loretta Mae Hugo, age 77, passed away on Sunday, October 6, 2013, at her home. She was born April 14, 1936, and was the daughter of John and Isabelle (Asher) Hugo. Loretta was a life-long resident of L'Anse, Michigan, where she and husband, Richard Veker, Sr. worked and raised their family.

She is survived by their children: Elizabeth King, Catherine Eland, Richard Veker, Jr., Anthony Veker Sr., Donna Stump, and Jack Veker; eight grandchildren: Anthony Jr., James, Diana, and Leland Veker, Steven and Ryan Stump, John and Kevin Connolly; great grandson: Joshua Stump; and her brother: John Hugo, III. Loretta was preceded in death by her parents; her son: Patrick John Veker; and siblings: Beatrice Mitchell, Shirley (Jessie) Knapp, and Lloyd Hugo.

In 1954, Loretta graduated from L'Anse High School, and went on to graduate from Haskell Indian Nations University. Loretta's professional career included working for the BIA Land Management, the payroll manager at Baraga County Memorial Hospital, and the Scholarship Director for the Michigan Indian Higher Education Association. In later years she worked for the Keweenaw Bay Indian Community as the Executive Assistant to the CEO and in the payroll department before retiring.

During retirement Loretta was an active volunteer. Loretta was notably a recipient of a Lifetime Achievement Award for The President's Call to Service Award and a KBIC Honored Elder. She served as a board member for the Ojibwa Senior Citizens' Executive Board, KBIC Elections Board, KBIC Enrollment Board, Elderly Advisory Board for Language Program, and was an active member of the Michigan Indian Elder Association. She also enjoyed teaching Ojibwa language to pre-primary students. Her personal interests included: golf, bowling, softball, playing bingo, and traveling.

Public visitation for Loretta Hugo was held on Saturday, October 12, 2013, at Jacobson's Funeral Home in L'Anse, Michigan, and a funeral mass followed at the Most Holy Name of Jesus Catholic Church in Assinins, Michigan, with Fr. Nick Thompson officiating. The family held a reception at the Ojibwa Senior Citizens' Building in Baraga, Michigan. Friends may sign Loretta's guestbook or send condolences at www.jacobsonfuneralhome.com. Loretta requested donations be sent in her name to Beacon House, 1301 N 3rd St., Marquette, MI 49855 or at www.upbeaconhouse.org.

Loretta's family expresses their heartfelt gratitude to her friends and the dedicated medical personnel who supported and cared for her during her cardiac rehabilitation. All who knew Loretta will remember her gregarious and vivacious spirit.

Madison Lynn Stein

(September 28, 2013)

Madison Lynn Stein, infant daughter of Tanya Asher and James Stein passed away Saturday, September 28, 2013, at Bell Memorial Hospital, Ishpeming.

Madison is survived by her loving brothers: James Stein, Christian Morseau, Chayse Tompson, and Maysen Tompson; sisters: Erika Shawana, Jamie Shawana, and Kaylie Stein; grandparents, aunts, uncles, and other family members.

Family services for Madison were held.



Picture by Lauri Denomie.

Left to right, Geraldine Mantila receives certificate for 40 years of service with the Keweenaw Bay Indian Community and a gift card from Council Member Fred Dakota.

Native American Heritage Month

Each Wednesday night in November there will be a movie in the Niiwin Akeaa Community Center beginning at 7pm for kids and parents. There is no cost to attend.

November 6th - Indian in the Cupboard



Based off the book, this fantasy-adventure film produced in 1995 is the story of a boy who receives a cupboard as a birthday gift. Once he finds the key, he discovers that through the cupboard, his toy figurines come to life after locking and unlocking it.

November 20th - Crooked Arrows



Produced in 2012, this is a story about Joe Logan, who is eager to modernize his reservation. He is given the task of coaching the reservations lacrosse team who compete in the elite prep school league. He inspires the team by teaching the true meaning of what I mean to have tribal pride.

November 13th - Smoke Signals



Based on short stories of Sherman Alexie, this story centers around Victor Joseph and Thomas Builds-the-fire who live on an Indian Reservation in Idaho. After Victor's father dies, they go on an adventure to retrieve his ashes.

November 27th - Edge of America



Based on a true story, a black educator takes a job Teaching English at the Three Nations Reservation. Having a difficult time fitting in with the Native American community, he is coaxed into coaching the girls basketball team.

This is partially funded by the Office of Juvenile Justice and Delinquency Program.

November 2013

Sun	Mon	Tue	Wed	Thu	Fri	Sat
NATIVE AMERICAN HERITAGE MONTH						
3 Open gym 4-5pm	4	5	6 Youth Club Activity @ 7pm	7	8 Activity Days Call 353-4643 to sign up!	9 Youth Club Activity 3-6pm
10 Open gym 4-5pm	11 Veteran's Day Offices Closed	12 OCC 12-5pm	13 Youth Club Activity @ 7pm	14	15 Activity Days Call 353-4643 to sign up!	16 MTU Hockey vs. Lake Superior State @ 6pm
17 Open gym 4-5pm	18	19	20 Youth Club Activity @ 7pm	21	22	23
24 Open gym 4-5pm	25	26	27 Activity Days Call 353-4643 to sign up!	28 Thanksgiving	29 Thanksgiving Break Offices Closed	30

AFDO/Seafood Alliance HACCP Training Course
Ojibwa Casino Resort—16449 Michigan Ave. (M-38), Baraga, Michigan 49908
December 10-12, 2013

December 10

8:00 a.m. EST Chapter 1, Welcome and Course Objectives (Ron Kinnunen), Chapter 2, Prerequisite Programs (Jim Thannum), Chapter 3, HACCP Preliminary Steps (Jim Thannum), Chapter 4, Seafood Safety Hazards (Beth Waitrovich), Chapter 5, Hazard Analysis (Ron Kinnunen)

12:15 p.m. Lunch, Chapter 6, Determine Critical Control Points (Jim Thannum), Chapter 7, Establish Critical Limits (Beth Waitrovich), Chapter 8, Critical Control Point Monitoring (Ron Kinnunen), Chapter 9, Corrective Actions (Jim Thannum)
5:30 p.m. Adjourn

December 11

8:00 a.m. EST Chapter 10, Establish Verification Procedures (Beth Waitrovich), Chapter 11, Record-Keeping Procedures (Jim Thannum), Chapter 12, The Seafood HACCP Regulation (Jim Thannum)

12:00 p.m. Lunch
1:00 a.m. Commercial Processing Example—Smoked Fish (Ron Kinnunen), Smoked Fish Regulations (Ron Kinnunen), Chapter 13, Sources of Information on Preparing HACCP Plans (Beth Waitrovich), Regulations Related to Homeland Security (Ron Kinnunen), Review and Preparation for Developing HACCP Plans
5:30 p.m. Adjourn

December 12

8:00 a.m. EST Seafood HACCP Course Review, Work Sessions on Conducting Hazard Analysis and Developing, HACCP Plans (break (10) Midaaswi

into groups)
11:30 a.m. Lunch
12:30 p.m. Work Sessions Reports (Discussion, Questions, and Answers)
3:30 p.m. Adjourn

Registration Deadline is December 3, 2013. Include \$100 Check payable to "NCAFD". Mail to: Ron Kinnunen, Michigan Sea Grant, 710 Chippewa Sq. #202, Marquette, MI 49855.

Course No. 4088

First Name: _____ MI: _____
Last Name: _____
Company: _____
Address 1: _____
Address 2: _____
City: _____ State: _____ Zip: _____
Country: USA
Phone: _____ Ext.: _____
FAX: _____
E-mail: _____
Training Location: City—Baraga State—MI
Training Date: December 10-12, 2013
Professional Affiliation: (please circle one)
Industry Government Education
Consultant Other
AFDO Region: (please circle one)
AFDOSS CASA MCA
NCAFD NEFDOA WAFDO

FOOD DISTRIBUTION PROGRAM ON INDIAN RESERVATIONS (FDPIR) NET MONTHLY INCOME STANDARDS* (Effective October 1, 2013)

*The net monthly income standard for each household size is the sum of the applicable Supplemental Nutrition Assistance Program (SNAP) net monthly income standard and the applicable SNAP standard deduction.

Household Size	SNAP Net Monthly Income Standard	SNAP Standard Deduction	FDPIR Net Monthly Income Standard
1	\$ 958 +	\$152 =	\$1,110
2	\$1,293 +	\$152 =	\$1,445
3	\$1,628 +	\$152 =	\$1,780
4	\$1,963 +	\$163 =	\$2,126
5	\$2,298 +	\$191 =	\$2,489
6	\$2,633 +	\$219 =	\$2,852
7	\$2,968 +	\$219 =	\$3,187
8	\$3,303 +	\$219 =	\$3,522
Each additional member			+ \$335

Household Size	SNAP Net Monthly Income Standard	SNAP Standard Deduction	FDPIR Net Monthly Income Standard
1	\$1,196 +	\$260 =	\$1,456
2	\$1,615 +	\$260 =	\$1,875
3	\$2,035 +	\$260 =	\$2,295
4	\$2,454 +	\$260 =	\$2,714
5	\$2,873 +	\$260 =	\$3,133
6	\$3,292 +	\$274 =	\$3,566
7	\$3,711 +	\$274 =	\$3,985
8	\$4,130 +	\$274 =	\$4,404
Each additional member			+ \$420

FDPIR Income Deductions—see 7 CFR 253.6(e)

Earned Income Deduction — Households with earned income are allowed a deduction of 20 percent of their earned income.

Dependant Care Deduction — Households that qualify for the dependent care deduction are allowed a deduction of actual dependent care costs paid monthly to a non-household member.

Child Support Deduction — Households that incur the cost of legally required child support to or for a non-household member are allowed a deduction for the amount of monthly child support paid.

Medical Expense Deduction — Households that incur monthly medical expenses by any household member who is elderly or disabled are allowed a deduction in the amount of out-of-pocket medical expenses paid in excess of \$35 per month. Allowable medical expenses are provided at 7 CFR 273.9(d)(3).

Home Care Meal-Related Deduction — Households who furnish the majority of meals for a home care attendant are allowed an income deduction equal to the maximum SNAP benefit for a one-person household. In Fiscal Year 2014, the amounts are as follows:

- 48 Contiguous U.S. States
- October 1, 2013—October 31, 2013 = \$200
 - November 1, 2013—September 30, 2014—\$189
- For Alaska, please select appropriate link below.
- [October 1, 2013—October 31, 2013 = \\$200](#)
 - [November 1, 2013—September 30, 2014—\\$189](#)

See 7 CFR 272.7(b) for area designations in Alaska.

Standard Shelter/Utility Expense Deduction — Households that incur at least one monthly shelter or utility expense are allowed a standard income deduction (see chart below). Allowable shelter/utility expenses are provided at 7 CFR 273.9(d)(6)(ii).

FY2014 FDPIR Standard Shelter/Utility Expense Deductions - Based on Region*

Region	States Currently with FDPIR Programs	Shelter/Utility Deduction
Northeast/Midwest	Michigan, Minnesota, New York, Wisconsin	\$400
Southeast/Southwest	Mississippi, New Mexico, North Carolina, Oklahoma, Texas	\$300
Mountain Plains	Colorado, Kansas, Montana, Nebraska, North Dakota, South Dakota, Utah, Wyoming	\$400
West	Alaska, Arizona, California, Idaho, Nevada, Oregon, Washington	\$350

*If the geographic boundaries of an Indian reservation extend to more than one region per the identified regional groupings above, then a qualifying household has the option to receive the appropriate shelter/utility expense deduction amount for the State in which the household resides or the State in which the State agency's central administrative office is located.



OJIBWA LIBRARY NEWS

November is Native American Month. The library will be holding drawings for adults and children. Every time you visit and use the library you are eligible to put your name in for the drawing.

Congratulations to Amy Manning, Summer Haataja, Tracy Emery, and Janice Shelifoe on winning the drawing for our Halloween Baskets which was held at the Chelsey LaFernier Memorial Walk on October 5, 2013.

The library has a section called "Empowering Futures." Some titles in this section are: *Everything I Need to Know I Learned from Other Women*, *Who's Pulling Your Strings?*, *The gift of Fear and Other Survival Signals That Protect Us From Violence*, and *Fierce Women*.

We have some new books in the library:

Adult books -- *All Indians Do Not Live in Teepees (or Casinos)*, *Learning Native Wisdom*, *The People Named The Chippewa*, *Buried Indians*, *Before and After The Horizon*, *Anishinaabe Artists of the Great Lakes*, *Making Natural Beauty Products*, *60 Things to Do When You Turn 60*, and *The Birth Order Book*.

Children books -- *Stick Up For Yourself*, *Every Kids Guide to Personal Power and Positive Self-Esteem*, *Speak Up and Get Along*, *Learn the Mighty Might*, *Thought Chop and More Tools to Make Friends*, *Stop Teasing and Feel Good about Yourself*, and *Stick Up for Yourself, Every Kids Guide to Personal Power and Positive Self-Esteem*.

The following books were donated to the library:

Careers in High Tech by Nicholas Basta, *The Quick Resume and Cover Letter Book* by Michael Farr, *Job Interview Tips for People with Not-So-Hot Backgrounds*; *How to Put Red Flags Behind You to Win the Job* by Caryl and Ron Krannich, Ph.D.s, *But What If I Don't Want to Go To College?* by Harlow G. Unger, *Leave Your Nose Ring at Home* by Joe Swinger, and *Best Jobs for the 21st Century* by Micheal Farr.

~ submitted by Mary Bergerson, Tribal Library Director

Ride & Learn



Saturday, December 7th

This is a Diabetes Education Event. Learn how to prevent it, detect it, treat it, and control it.

Agenda

- 8:30 a.m. - Depart KBIC Health Dept.
- 10:00 a.m. - TV6 Winter Craft Show
You are responsible for the craft show entry fee.
- 12:00 noon - Lunch Provided
- 1:30 p.m. - Westwood Mall
- 3:30 p.m. - Depart Marquette

Registration is Required, seating is limited!

To register contact Heather at 353-4546.

This is a Tobacco Free event.

Sponsored by: KBIC Diabetes Programs, SEMA

PUBLIC ANNOUNCEMENT

Is your charitable organization planning on holding a raffle or selling raffle tickets on the L'Anse Indian Reservation?

Federal law, through the Indian Gaming Regulatory Act, granted Tribes exclusive right to regulate gaming activity on Indian lands. Even if you or the members of your organization are not tribal members, the Keweenaw Bay Indian Community Gaming Commission has the authority to regulate your raffle. It is unlawful to game without a license.

Please contact the KBIC Gaming Commission Office at (906) 353-4222 or stop by the office located at the Tribal Center for an application and a copy of the rules and regulations.

Applications must be received 30 days prior to all drawings for processing.



16429 Bear Town, Rd.
Baraga, MI 49908
(906) 353-4222

~ NOTICE ~

TO ALL KBIC SENIORS 55 YEARS OF AGE OR OLDER, AND PERMANENTLY PHYSICALLY HANDICAPPED-DISABLED PERSON:

SNOW PLOWING REQUIREMENTS

Head of Household Name: _____

Keweenaw Bay Indian Community Tribal Member's Enrollment #: _____

Reside on the Reservation (Baraga County): _____ Yes _____ No

Physical Address: _____

L'Anse _____ Baraga _____

Telephone Number: (906) _____

Proof of Age — Birth Date: _____

Sign up at the front desk at the Tribal Center with proof (Enrollment Card, Driver's License, and/or proof of disability) or mail the information to:

KBIC Tribal Center
ATTN: Front Desk Receptionist
16429 Bear Town Road
Baraga, MI 49908

The Tribal Council will consider plowing privileges for those with permanent, physical disabilities within a "five" mile radius off the Reservation. Please submit a request and the above information.

* approved 01-14-2011

Tribal Council Meeting

Would You Like FREE Money?

The Keweenaw Bay Ojibwa Housing and Community Development Corporation (KBOHCDC) is currently offering an Individual Development Account (IDA) Program!

An IDA program is a matched savings program in which we provide a 4 to 1 match up to \$4000.00 on funds you deposit!!!

Funds may be used toward home purchase (down payment or closing costs), education (books, laptop, and other supplies that are required of your courses and are not covered), and small business start-up or expansion.

All IDA funds are now open to Tribal Members and First Generation Descendants of KBIC. Home Purchase and Small Business Start-Up or Expansion may be utilized in the service areas of Baraga, Marquette and Ontonagon Counties.

Education IDA's may be used throughout the entire Upper Peninsula.

If you are interested in this program and would like more information please contact:

Angela Shelifoe

KBOHCDC Program Administrator

906-353-7117 X106

Angie@kboha.com

HARVEST MARKET

November 22

Ojibwa Casino

Chippewa Room

M-38 Baraga, MI 49908

Friday 3:00 pm -7:00 pm

- Native American Crafts
- Native American Jewelry
- Jams and Jellies
- Baked Goods

If you would like to have a booth at this market, please contact Gregg Nominelli or Tina Durant
Office of Planning & Development
807 US Hwy 41 Baraga, MI 49908
(906) 353-4115
gregg@kbic-mn.gov thraut@kbic-mn.gov

There is a \$5 fee for your booth and all proceeds go to the Parks and Recreation Committee to purchase new playground equipment.



**OJIBWA CASINO HONORS
ROBERT CHENOWETH**



Picture by Lauri Denomie.

David Haataja, General Manager, (right) presented Robert "Bushy" Chenoweth (left) with a plaque commemorating his retirement from the Ojibwa Casino. "Bushy" retired on October 2, 2013, with 20 years of service in the Security Department. Co-workers and KBIC Government officials gathered at a retirement luncheon to extend him their best wishes.

Let The Good Times Roll!
 Progressive Slots • Craps
 Blackjack • Roulette
 Hold 'Em Poker

Open 24 hours!

M-38 Baraga 800-323-8045
 906-353-6333

M-28 Marquette 888-560-9905
 906-249-4200

OjibwaCasino.com



KBOCC ENCOURGES HEALTH AND WELLNESS ACTIVITIES

On September 19, 2013, students at Keweenaw Bay Ojibwa Community College took part in a canoe trip on Keweenaw Bay. The College offered canoeing to encourage students to engage in health and wellness activities. "Canoeing is a great way to connect with nature," said Denise Cadeau, the Dean of Student Services. "Being on the water provided students an excellent environment for mental relaxation and a physical challenge." Expert canoer, Mike Gage, provided students with canoeing basics and safety tips. Pictured from left to right, students: Sarah Garver and Jodene Rasanen.



~ Submitted by Denise Cadeau, KBOCC

**KEWEENAW BAY INDIAN COMMUNITY
OFFICE OF CHILD SUPPORT
SERVICES**

427 N. Superior Ave. • Baraga, MI 49908
 In Tribal Court Building
 Phone: 906-353-4566 • Fax: 906-353-8132
 • Email: ocss@kbic-nsn.gov

"Your Children...Our Priority"

We provide the following services:

- Establishment, Enforcement and Modification of Child Support Orders
- Paternity Establishment
- Location of Custodial and Non-Custodial Parents
- Community Education

[tp://www.kbic-nsn.gov/html/ocss.htm](http://www.kbic-nsn.gov/html/ocss.htm)

Ojibwa Community Library
 409 Superior Ave., Baraga, MI 49908
353-8163 oclib@up.net

Hours:
 Monday—Thursday 11am-7pm
 Friday—closed
 Saturday—10am-3pm

Funded by:
 INSTITUTE of Museum and Library SERVICES
 and the Keweenaw Bay Indian Community

Check us out at www.kbic-nsn.gov/content/library

(12) Ashi Niizh

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**Historic Zeba Indian Mission
United Methodist Church**

"We welcome each of you to our worship services, at 9:00 a.m. each Sunday beginning June 30th at the Campgrounds on Marksman Road, for the summer in our beautiful outdoor tabernacle."



Pastor: Rev. Stephen Rhoades

Church office 524-7939
 Parsonage 524-7936

**Catholic Community of
Baraga County**



**Holy Name of Jesus
Saint Kateri Tekakwitha**

Pastors
 Father Corey Litzner
 Father Nicholas Thompson

Confessions: Sunday before Mass
 Sunday Mass 12:00 p.m.

353-6565
saintann@up.net



**Attention KBIC Members:
Job Bank Applications**



Please stop in the KBIC TERO Office to complete a Job Bank Application or to update an application on file - - - Employers regularly contact this office looking for workers with a variety of skills --- **you may be the one they are looking for.**

Marquette residents are urged to apply for the Job Bank --- several opportunities may be opening up with the New Year.

If you want to work at the Marquette or Baraga Casinos – Tribal Members are urged to apply – qualified Tribal Members have top priority for job openings. **Job applications** can be picked up at either Casino and will soon be available online --- If you need assistance completing the application or need copies of documents – Please stop by my office, and I will be more than happy to assist you.

TERO assistance is available during regular office hours in the Tribal Center (Monday-Friday) to assist KBIC Tribal Members in completing the application packet.

Job Bank Applications will soon be available online.

Please stop by or contact **Debbie Picciano** @ 353-4167
 OR

EMAIL – debbie.picciano@kbic-nsn.gov

"Find a job you love and you'll never work a day in your life"

