



POTAWATOMI TRAVELING TIMES

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Red Road Event: A Night of Fellowship

by Val Niehaus

On Nov. 17, 2021, the Forest County Potawatomi (FCP) Behavioral Health department hosted "Red Road Events: A Night of Fellowship". This was the first of many events being planned to bring the close-knit sobriety and recovery community together.

It was also fitting that the event could be held in the new Community Center. There was something special about sitting in the commons area while children and families socialized and maintained their physical healthy lifestyle in this beautiful and welcoming facility. As stated from the department this is, "...an event to provide social support and education to inspire personal reflection of one's wellness journey." This is open to the FCP community members in recovery and their families. As Recovery Coach Mary Thornton said, "This event was planned to help people overcome the isolation they were feeling, laugh, and be invited to a happier, healthier lifestyle known as the Red Road."

Behavioral Health Community Outreach Coordinator Justin Shawano opened the night with a welcoming to all who were present. Lew Boyd was then given sema to say a prayer for the food and the evening before everyone dug in to eat.

Once everyone was finished eating, special guests Joe and April Daniels were presented. They had been asked to attend and to bring anything significant in showing their culture and serving to

help them maintain a sober household. They brought in several cultural items to display - everything from beaded moccasins, beadwork and baskets to books and quillwork, just to mention a few. They indicated it helps them to know where they come from, who they are, and their purpose here on Earth. As Daniels said at one point in the night, "Once you get that clear head and you reach that point in your sobriety, you want to know who YOU really are and where you come from. Having these pieces in our home helps us with knowing who WE are and where WE came from. Some of these pieces are over 100 years old, and to think of our people who made these and the struggles they went through helps us as well."

Not only were the Daniels' invited to share their stories, the FCP Pharmacy and FCP Community Health were present to also offer educational information to the people. The pharmacy made sure that people knew that Narcan was readily available if anyone would want it in their possession. It was mentioned during this event that Narcan was used five times in the past month to save people's lives. As someone in the crowd said, "That's the harsh reality". It is events like these that help people understand that harsh reality through information and support so that people don't become another statistic. Recovery and sobriety can be achieved on the Red Road with the support and assistance of others who are willing to share their own journeys to wellness.



(l-r) Lew Boyd, Joe Daniels Sr., Jennifer Krzmarcik, Ira Frank, Justin Shawano, April Daniels, Angela Jacobson and Mary Thornton



Just a small portion of what the Daniels' brought to share.



(left) Shawano welcoming people to join in on the event.
(right) Daniels' speaking his words of wisdom.



The participants listening to Daniels' speak.

Forest County Potawatomi Leaders XII

Ned Daniels Jr. was born April 9, 1961, to Josephine and Ned Daniels Sr.

He attended Crandon High School and is trained in welding and auto mechanics. He is also a business owner.

Before becoming tribal chairman, Ned Daniels Jr. was on the tribal gaming commission for several years and served as a tribal council member.

He was first elected tribal chairman in February 2018, after Chairman Harold "Gus" Frank retired from that position. Chairman Daniels was re-elected in November 2019.

In February 2020, he delivered the State of the Tribes Address in Madison. This address has been delivered annually since 2005, and it is reported that Ned Daniels Jr. was the first Potawatomi chairperson to do so.

During his time in office, the Forest County Potawatomi new community center was opened.

Ned Daniels Jr. continues to serve the Forest County Potawatomi as tribal chairman.



In collaboration with the Forest County Potawatomi (FCP) Cultural Center, Library & Museum archives and Potawatomi Traveling Times (PTT) this is the next series that was brought together.

Salad Bar

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FOREST COUNTY HEALTH DIVISION ELDER SERVICES

DECEMBER ELDER MENUS

Monday, 11/29

Hot Dog on a Bun, French Fries,
Potato Salad, Fig Newton

Tuesday, 11/30

Fish Burger w/Cheese,
Baked Beans, Sweet Potato Fries,
Coleslaw, Peaches

Wednesday, 12/1

Boiled Dinner w/Potatoes,
Carrots & Cabbage, Crackers,
Nutri-Grain® Bar

Thursday, 12/2

Tuna Casserole w/Peas & Noodles,
Garlic Bread, Orange

Friday, 12/3

Chicken Noodle Soup,
Butter Biscuit, Fruit Cocktail

Monday, 12/6

Swedish Meatballs over Noodles,
Spinach, Cranberry Sauce, Pears

Tuesday, 12/7

Pork Tenderloin, Wild Rice Stuffing,
Lettuce Salad, Grapes

Wednesday, 12/8

BBQ Pulled Pork Sandwich,
Rice Pilaf, Cottage Cheese, Fruit Fluff

Thursday, 12/9

Baked Lemon Pepper Fish,
Roasted Potatoes, Potato Salad,
Rye Bread, Peaches

Friday, 12/10

Bean & Ham Soup,
Crackers, Pineapple

Monday, 12/13

Chicken Breast, Garlic Parmesan
Noodles, California Blend Veggies,
Mandarin Oranges

Tuesday, 12/14

Hamburger Gravy over Rice, Green
Beans, Dinner Roll, Lemon Bars

Wednesday, 12/15

Chicken Broccoli Alfredo, Spinach
Salad, Garlic Breadstick, Cookie

Thursday, 12/16

Hot Beef, Mashed Potatoes, Gravy,
Asparagus, Bread & Butter, Pears

Friday, 12/17

Creamy Chicken & Dumpling Soup,
Crackers, Tropical fruit

Monday, 12/20

Pasty, Beef Gravy, Corn,
Dinner Roll, Apple Pie

Tuesday, 12/21

Baked Chicken, Macaroni & Cheese,
Green Beans, Apple

Wednesday, 12/22

Meal 1: Glazed Ham & Gravy, Candied

Yams, Green Bean Casserole
w/French Fried Onions, Cranberry
Sauce, Dinner Roll, Chocolate Cake

Meal 2: Chili, Corn Bread, Peanut
Butter Crackers, Mixed Fruit

Thursday, 12/23

No Route – Holiday

Friday, 12/24

No Route – Holiday

Monday, 12/27

BBQ Chicken Wings, Tater Tots,
Peas & Carrots, Kiwi

Tuesday, 12/28

Sloppy Joe on a Bun, Potato Salad,
Baked Beans, Broccoli & Cauliflower
w/Dip, Jello® w/Fruit

Wednesday, 12/29

Meal 1: Stuffed Green Pepper
Casserole, Cucumber & Tomato
Salad, Pudding Cup

Meal 2:

Creamy Beef & Veggie Soup,
Bread & Butter, Mandarin Oranges

Thursday, 12/30

No Route – Holiday

Friday, 12/31

No Route – Holiday

Menus Subject to Change

Tribal Members

It's that time... Benefits OPEN ENROLLMENT



Open Enrollment for the Non-Tribal Dependent Health Plan

You can enroll your non-tribal member spouse and/or dependents up to the age of 26 now until December 15, 2021.

Please contact the Forest County Potawatomi Insurance Department at 715-478-7448 option #1 then #4 or email FCPIDEligibility@fcpotawatomi-nsn.gov for assistance.

A note from the Forest County Potawatomi Insurance Department
The Non-Tribal Dependent Health Plan has recognition as Minimum Essential coverage (MEC) from the Department of Health & Human Services.

OPEN TO FCP TRIBAL MEMBERS, DESCENDANTS, & THEIR FAMILIES

Photo volunteers needed!

Potawatomi Traveling Times is looking for families and individuals to pose for photos for use in advertising and marketing materials. Participants will receive a complimentary 8"x10" portrait as our thank you.

For more information please contact Val Niehaus 715-478-7498 • valerie.niehaus@fcpotawatomi.com



Deadline for the December 15, 2021 issue of the Traveling Times is Wednesday, December 1, 2021.

POTAWATOMI TRAVELING TIMES

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Dollars & Sense

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2022

Month	Date	Time	Location	Notes
January	11, 18, 25	5:30 - 7:30 pm	Potawatomi Community Center	
February	1, 8, 15, 22	5:30 - 7:30 pm	5471 thayék éthē dnékméggék myéw 5471 The Place Where Everyone Plays Road Crandon, WI 54520	
March	1	5:30 - 7:30 pm	Childcare Provided	

Quick Meal Option Provided at 5:15 pm for Class Participants

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For information please contact the front desk at 715-478-6500.

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Tuesdays & Thursdays at 4pm
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in the Potawatomi Community Center Fab Lab.
Tuesdays ages 6 – 10 • Thursdays ages 11+
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community.fcpotawatomi.com/CourseActivities.aspx?id=21&cat=8

OPTICAL DEPARTMENT

is open to the public and accepting new patients!

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ASPIRUS NETWORK

FOREST COUNTY POTAWATOMI HEALTH & WELLNESS CENTER

8201 Mishko swen Drive Crandon, WI Mon - Fri, 7 am - 5 pm Health.FCPotawatomi.com

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Honoring Health, Healing, and Tradition

Dry needling is used to treat chronic or acute pain and movement impairments including: muscle tension, muscle overuse, and poor muscle recruitment or control. The reported benefits of dry needling include: pain relief, improved range of motion, decreased muscle tension, improved motor patterns, and headache symptom relief.

No referral is needed for individuals covered under an FCP insurance plan.

*Dry needling may not be appropriate for individuals with bleeding disorders, are immunocompromised, or have a needle phobia.

Call Angela or Andrew in Rehab Services to see if you are a good candidate at (715) 478-4339.* Appointments are available Mon - Fri, 7 am - 5 pm.

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Door County Granary Groundbreaking Ceremony

submitted by Simmi Urbanek, Director of Marketing Greenfire Management Services

STURGEON BAY, Wis. — The Sturgeon Bay Historical Society Foundation was proud to celebrate the groundbreaking of the Door County Granary restoration project on Nov. 19, 2021, at 2:30 p.m. The ceremony was on location at 92 E. Maple Street on the West Waterfront and included remarks from local dignitaries and project stakeholders. The public was invited to attend.

This project marks an important milestone in the history of granaries as it preserves what is believed to be the last structure of its kind still standing on the Great Lakes. Together, the Sturgeon Bay Historical Society Foundation and the City of Sturgeon Bay are working to preserve and restore the 1901 Teweles and Brandeis Grain Elevator. Now known as the Door County Granary, it will serve as a cultural center and event venue when the restoration is complete. The building is on the National Register of Historic Places for the role it played in agricultural shipping.

"We are proud to have the opportunity to restore an iconic building that had such an impact on Sturgeon Bay and Door County history," said Beth Renstrom, executive director. "Taking a once functioning grain elevator and creating a cultural center and beacon for the

community is a unique experience that will benefit the community and visitors alike."

The project team includes James Dallman and Grace La, of LA DALLMAN, based in Boston and Milwaukee. Jeffrey Beane, of Beane Engineering, a Sturgeon Bay native, is the lead engineer. Beane has been an associate with Silman, an award-winning firm located in New York. Greenfire Management Services, Wausau and Milwaukee, is the construction manager. The restoration team consults with the State Historic Preservation Officer. In early 2021, LA DALLMAN was awarded a prestigious Progressive Architectural [PA] Award, one of five selected from a pool of 122 submissions, for its design of the restored granary.

According to Renstrom, fundraising for the restoration project continues. "We have work to do to complete our goal, but we are very encouraged by the momentum we're seeing. The gifts we've received to date allow us to move forward with confidence in the next phase of this project. We are seeing a deepening understanding and appreciation for the significance of this structure, both in terms of what it was and what it will be. We look forward to sharing the project with all who are interested in learning more."



About Sturgeon Bay Historical Society Foundation, Inc.

The Sturgeon Bay Historical Society Foundation, Inc. began as a group of concerned citizens who wished to preserve the historical landmarks of the City of Sturgeon Bay and its surrounding area in beautiful Door County, Wisconsin. Founding members have now grown to include many local citizens and visitors of the County who are engaged as interested participants, volunteers, board members and donors.

About Greenfire

Greenfire Management Services, is a construction company with locations in Milwaukee and Wausau. Founded in 2010, Greenfire is a wholly-owned company of the Potawatomi Business Development Corporation, the investment arm of the Forest County Potawatomi Community, and as such, maintains minority contractor status. Greenfire is a reputable, local builder that provides innovative construction services backed by a corporate commitment to total quality management.

Justice Department Announces More than \$73 Million to Help Crime Victims, Improve Public Safety in American Indian and Alaska Native Communities

submitted by US Department of Justice

WASHINGTON, D.C. (Nov. 15, 2021) - The Department of Justice announced it will award 137 grants to 85 American Indian and Alaska Native communities, for a total of \$73 million, to improve public safety and serve crime victims.

These funds are designed to help enhance tribal justice systems and strengthen law enforcement, improve the handling of child abuse cases, combat domestic violence and support tribal youth programs.

"The Justice Department is pleased to make the Coordinated Tribal Assistance Solicitation available to federally recognized tribes, providing a transparent and simple process to apply for grants that best align with their community's needs," said Associate Attorney General Vanita Gupta. "This one-step application makes it possible for tribes to access critical resources to help them meet the critical public safety needs of their communities."

More than four in five of American

Indian and Alaska Native adults have experienced some form of violence in their lifetime, according to the Bureau of Justice Statistics. This equates to nearly three million people who have experienced stalking, sexual violence, psychological aggression or physical violence by intimate partners.

"Each year, the department invests millions of dollars to help our tribal partners confront the challenges of violent crime and domestic abuse in their communities and strengthen their public safety infrastructure," said Acting Assistant Attorney General Amy L. Solomon for the Justice Department's Office of Justice Programs. "We are pleased to support the critical work that Tribal nations are undertaking in communities across the country."

More than \$73 million will be awarded under CTAS, a streamlined application which helps tribes apply for tribal-specific grant programs that enhance law enforcement and tribal justice practices, expand victim services and

sustain crime prevention and intervention efforts. CTAS grants are administered by OJP (\$48 million) and the Office of Community Oriented Policing Services (COPS Office) (\$25 million).

"These grants provide vital resources to tribal law enforcement and their communities by offering equipment and training, along with resources to help officers understand and better serve their communities in areas of domestic abuse, stalking and sex trafficking, and alleviate the detrimental effects that substance abuse and crime have on individuals and their families," said Acting Director Robert Chapman of the COPS Office.

The COPS Office also awarded \$400,000 to Western Oregon University to create a structured and tribal-centered innovative approach to enhance the operation of the criminal justice system to address the concerns of the American Indian and Alaska Native communities regarding missing and murdered indigenous people, particularly missing and murdered women and girls.

In addition to CTAS funding, OJP has awarded more than \$100 million through the Tribal Victim Services Set-Aside to improve services for crime victims in tribal communities. OJP's Office for Victims Crime is supporting tribal grantees with capacity building, training and technical assistance (more than \$6.8 million) and an update of the Tribal Resource Tool (\$199,999), which maps the availability of victim services in tribal communities. An additional \$2.9 million will be awarded under the Children's Justice Act Partnership to tribes to enhance the handling of cases centered around criminal child abuse and neglect.

The department also funded \$6.5 million through OJP's Office of Sex Offender Sentencing, Monitoring, Apprehending, Registering and Tracking to help tribes comply with federal law on sex offender registration and notification.

Steps to Increase Transparency, Engagement with White House Council on Native American Affairs Announced

submitted by Interior Press

WASHINGTON, D.C. (Nov. 17, 2021) — The Interior Department today announced a number of steps to better engage tribal leaders through the White House Council on Native American Affairs (WHCNA). The WHCNA, co-chaired by Secretary of the Interior Deb Haaland and Domestic Policy Advisor Susan Rice, has launched a new website that will serve as a hub to highlight the Administration's progress in supporting Indian Country.

Additionally, the Department an-

nounced that in her capacity as WHCNA Co-Chair, Secretary Deb Haaland will convene her Cabinet colleagues three times a year to meet with tribal leaders to share the work of the WHCNA and listen to feedback, questions, and concerns from tribal communities.

"The White House Council on Native American Affairs represents an important commitment to strengthen tribal sovereignty, uphold our commitment to Tribal Nations, and honor the United States' nation-to-nation relationships. Part of

that commitment includes ensuring that tribal leaders have a seat at the table and can work directly with federal leaders on issues of importance," said Secretary Haaland. "I am so grateful to the tribal leaders who spent time with us this week to discuss issues of importance to their communities. Together, I believe we can do great things for Indigenous communities."

The announcement comes after the successful completion of the 2021 White House Tribal Nations Summit, which

provided an opportunity for Administration and tribal leaders from the 574 federally-recognized tribes to discuss ways the federal government can invest in and strengthen the nation-to-nation relationship as well as ensure that progress in Indian Country endures for years to come. The Tribal Summit will serve as an additional annual opportunity for tribal leaders to engage with Administration leaders.

Inter-agency Effort to Protect, Increase Access to Indigenous Sacred Sites Announced

submitted by Interior Press

WASHINGTON, D.C. (Nov. 16, 2021) — Secretary of the Interior Deb Haaland today announced a new interagency initiative to improve the protection of and access to Indigenous sacred sites through enhanced and improved interdepartmental coordination, collaboration and action. The announcement comes on the second day of the Biden-Harris administration's first Tribal Nations Summit.

A new Memorandum of Understanding (MOU), signed by eight agencies, will increase collaboration with tribes to ensure stewardship and access to sites, and incorporate Traditional Ecological Knowledge into management, treatment, and protection procedures. Today's announcement builds on an MOU originally executed in 2012.

"Since time immemorial, the Earth's lands and waters have been central to the social, cultural, spiritual, mental, and physical wellbeing of Indigenous peoples. It is essential that we do everything we can to honor sites that hold historical, spiritual or ceremonial significance," said Secretary Deb Haaland. "The Interior Department is committed to protecting these sacred sites from desecration, while at the same time collaborating with Indigenous communities to increase access and ensure good stewardship of their lands."

The MOU commits participating agencies to work together and consult with Indian Tribes and Native Hawaiian organizations and spiritual leaders in developing and implementing actions to improve the protection of and access to

Tribal, Alaska Native, and Native Hawaiian sacred sites. Newly identified goals also include, but are not limited to:

- Establishing an interagency working group to enhance interagency collaboration and coordination;
- Integrating consideration of sacred sites early into the decision-making, regulatory, and consultation processes to ensure that agency actions acknowledge and honor the importance of sacred sites; and
- Enhancing public outreach that focuses on the importance of maintaining the integrity of sacred sites and the need for public stewardship to protect and preserve them.

In addition to the Interior Department, the signatory agencies are the U.S. Departments of Agriculture, Transpor-

tation, and Energy, the Environmental Protection Agency, the White House Council on Environmental Quality, the Advisory Council on Historic Preservation, and the Tennessee Valley Authority.

Federal agencies are responsible for the management of millions of acres of federal lands and waters, including many that contain culturally important sites held sacred by Indian Tribes, Alaska Native, and Native Hawaiian organizations. Many of these sites occur within a larger land form and can include geological features, bodies of water, archaeological sites, burial locations, traditional cultural properties, plant communities and stone and earth structures.

Formation of First Tribal Advisory Committee to Strengthen Nation-to-Nation Relationship with Tribes Announced

submitted by Interior Press

WASHINGTON, D.C. (Nov. 16, 2021) — The Department of the Interior today announced the formation of a new Secretary's Tribal Advisory Committee (STAC), which formally establishes a mechanism for Tribal leaders to engage in routine and robust conversations directly with Secretary Deb Haaland. This important move will further strengthen the Department's nation-to-nation relationship with federally recognized American Indian and Alaska Native Tribes and their leadership.

The STAC will ensure that Tribal leaders and the current and future Secretaries have a forum to seek consensus, exchange views, share information, and provide advice and recommendations regarding programs and funding that affect Tribes across the entire Department.

"Tribes need a seat at the decision-making table before policies are made that impact their communities. The creation of this new Tribal Advisory Committee is a timely and much-needed development that will ensure Tribal leaders can engage at the highest levels of the Department on the issues that matter most to their people," said Secretary Haaland. "I look forward to continued engagement with Indigenous communities and ensuring that we honor and strengthen our nation-to-nation relationships with Tribal leaders."

"The establishment of a STAC and planned consultation process improvements at Interior are welcome additions to the ways we connect and communicate with Tribal leaders and address their priorities," said Assistant Secretary – Indian

Affairs Bryan Newland. "Their input is vital to improving how we respond to the needs of their communities through the many programs Interior administers."

The Department also announced that Tribal consultations will be held regarding draft updates to the Department's Tribal consultation policy and procedures contained in its Departmental Manual at 512 DM 4 and 512 DM 5, respectively. As part of the Department's continuing efforts to improve implementation of Executive Order 13175, "Consultation and Coordination with Indian Tribal Governments," the Department will seek Tribal input on edits that would:

- Bolster Interior's consultation policy to encourage early, robust, interactive, pre-decisional, informative and transparent consultation;

- Establish a model for seeking Tribal consensus;
- Require that DOI staff undergo training before participating in consultation;
- Codify the STAC;
- Address flexibility for Tribal waivers;
- Clarify that Interior decision-makers must invite Tribes to engage in consultation; and
- Require a record of consultation.

Secretary Haaland made the announcement in remarks to Tribal leaders as she hosted a Listening Session with Assistant Secretary Newland and other administration leaders during the Biden-Harris administration's first Tribal Nations Summit.



HIR Wellness: MENTAL HEALTH RESOURCES FOR INDIGENOUS WISCONSINITES

By Katarina Velazquez, Spectrum News 1 - Milwaukee

This article mentions suicide. If you or someone you know is having suicidal thoughts, you can contact the National Suicide Prevention Lifeline for free, confidential support at 1-800-273-8255, or text HOPELINE to 741741.

Many Indigenous and Native people may not have access to mental health resources for a number of reasons, like living in rural areas, language barriers or even cultural factors.

At HIR Wellness Institute in Milwaukee, staff are hoping to address the importance of mental health, especially in the Indigenous community.



At the institute, staff offer free mental health services to Indigenous Wisconsinites. They offer healing informed care to victims of crime, historical trauma, missing and murdered Indigenous women/people, their families and human trafficking victims and survivors.

They work keeping Indigenous cultural practices at the center of it all.

"We're all working together as a beautiful amazing team that is giving wellness to our communities," said Jamie Kellicut, community engagement director at HIR Wellness.

Kellicut said she sees first hand how beneficial the various services are to the Indigenous community, like their healing room which offers Reiki and occupational therapy with elders. She said they believe in using medicine as a healing practice. Sometimes them just being able to have those sacred medicines with them is enough for them to feel connected spiritually," said Kellicut.

Angelia Twin works with Ho Chunk's Milwaukee Youth Center and said it takes a village to navigate healing. Twin said they collaborate with HIR Wellness on events for the community. Most recently they held a "prevent suicide" event.



"For me, that was big on healing, because I did just recently lose my brother to suicide," said Twin.

She said she wants to help break the stigma surrounding mental health so that people feel comfortable seeking the help they need.

"For me it was healing to get that information out and start those tough conversations and help people," said Twin. "Whether they have their own personal struggles or if they are grieving."



Kellicut said healing isn't a one-way process.

"Everyone needs something different," she said.

Both Twin and Kellicut said starting the conversation about mental health is the first step, in hopes that not only indigenous people,

but all people, can find healing on their journey's to an all around healthier life.

Milwaukee Business Journal HR Awards Winner: JUDY HOPPE HAACK

By Margaret Naczek – Reporter & photos by Kenny Yoo, Milwaukee Business Journal

When Potawatomi Business Development Corp.'s vice president of human resources Judy Hoppe Haack joined the organization in July of 2018, she saw the greatest need was to fix a broken culture.

"Unfortunately, when you have broken cultures, people get siloed and get very defensive and in their own world. I was able to really bridge that too and bring people together," Haack said. "Now as we grow as an organization too, that is the thread that is being pulled through. The culture is really strong. Collaboration is really strong."

Potawatomi Business Development Corp. is a private equity firm that was started as a direct result of the Potawatomi Hotel & Casino. It is, however, completely separate from the hotel and casino and manages a variety of projects

including construction-based work, federal contracting and a data center. The organization also manages the old Concordia University campus on Milwaukee's near west side.

"Our sole purpose is to bring in money, revenue, for the tribe and to really help them progress both economically and socially," Haack said.

The Potawatomi Business Development Corp. has 65 employees in southeastern Wisconsin and 1,600 companywide.

"I think Judy is a great leader not just in the HR world but a leader for the whole business," Potawatomi Business Development Corp. CEO Randy Mueller said. "She integrates well with every part of our business. She works with them to understand what their needs are. She works with them to understand what's really important and how the things that we do in human resources and frankly talent management for that matter impact them. She's very proactive and really a solid leader."

One way Haack fixed the broken culture of the organization was to develop an annual performance management process, something that was lacking. Along with that protocol she worked on initiating ongoing conversations throughout the year in efforts to modify performance. That was specifically crucial in 2020 due to the pandemic.

At the start of the year, different members of the team may have had some lofty goals they had set to achieve, but as soon as Covid-19 hit, those needed to be modified to meet the expectations of the pandemic.

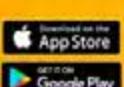
"What I did was really make sure that people had ongoing conversations with their supervisors, their managers, making those touch points with performance on a regular basis, updating things that needed to be changed so that expectations weren't array," Haack said.

Now the organization is also improving its performance management system, utilizing human resource information system, or HRIS software. This new technology will allow co-workers to write positive reviews as well as add learning management tools, she said.



2021

DEC



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