FAMILY POW WOW & FEAST!

Tuesday, November 15th the ECC will host a family pow wow and feast to celebrate fall. Events will begin around 10:30am and last until about 11:00 when we will serve lunch. Parents and community members are encouraged and invited to join us. Home base families please bring the kiddos to the school to socialize with center-based children and have lunch!

* Watch the children drum
* Watch the children dance
* Guest performances
* Special Feast
* Home Base Social

ECC Filming November 14th and 15th

Shine your shoes and comb your hair......smile, you're on camera! For two days a videographer will be filming at the ECC for a joint project with the Brazelton Touchpoints Center. The Brazelton Center is a Head Start Center of Excellence for Family Engagement and they want to highlight Red Cliff as a fantastic tribal program through the use of film clips. In addition, the ECC will receive a 10-15 minute video highlighting our program for our own use. More info will come soon!!!!!!!!!!!!!!!!!!
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<td>Church Bazaar 10:00am @ Casino</td>
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NOTICE: ECC CLOSED November 22-25
Gashkadino-Giizis
November
Agongos News

We hope that everyone had a fun and safe Halloween, and have a great feast this month!

Reminder:
11-10 Dental varnishing

11-15 Family Pow Wow and feast at 10:30am
Socialization

11-16 Dental Varnishings (make-up day)

Happy Birthday To You!!

Brooklyn Milligan: 11-1
Bryton Williams: 11-1
Jeremy (JJ) Peterson: 11-12
Leiam Hawk: 11-17

The ECC will be closed on 11/23, 11/24, 11/25 for Fall Break.
Boozhoo Families!!

November News....... 

The children are loving school! They are making new friends with each other and the teachers. One part of this is making sure that they are here everyday. We thank you for being so on top of this!!

Please remember to send warm outdoor clothing (snow suits, gloves, hat, etc.) everyday; we try to go outdoors daily.

This month we will host a family pow wow on Tuesday, November 15th at 10:30 and families are welcome to join us.

Parent teacher conferences are the week of November 14th and we will be contacting you to make an appointment.

Picture retakes are November 8th. If you would like your child’s picture retaken, you must bring the entire original package back or purchase a new one.

Due to a staff in-service, the ECC will be closed Tuesday, November 22nd. Enjoy your EXTRA long Fall Break! December is right around the corner.

~Jamie, Wendy and Fred


GASHKADINO-GIIZIS

Amik Abiwin

What We Did: We have been spending the last month trying to settle into our routine. The kids are getting very good at knowing what comes next. They have been able to sit at circle time and really enjoy our art times.

What We Are Doing: We are continuing to enjoy the outdoors while we still have good weather. We are learning about each other and our space. We are learning to help ourselves clean, eat and get ready for each part of the day.

What We Are Going to Do: We will be learning about clothing and putting on and taking off our clothes. We will explore the “Freezing Over Moon” (Gashkadino-giizis) and explore the formation of ice and snow. We will be introducing animal puppets that will help us learn the names of animals and also help us talk about our feelings.

Parent Reminders:
We will be outdoors every day exploring how things begin to freeze. Your child needs appropriate gear for the weather. This means hats, mittens (extras if possible), extra warm clothing and boots if you would like them.

Please remember to have your child here by 8 am every day. We begin our day right at 8 and your child will miss important learning opportuni-
ties if they are not here. IF you need an exception please arrange this with your teachers.

It is getting cold and the germs are going around. Please consult your “Exclusion Criteria” (located in your ECC calendar) when deciding if your child is well enough for school. REMEMBER! If your child cannot regularly participate in the day’s activities--this includes going outside--they should probably stay home.

We look forward to seeing all of you at the weekly language tables, each Wednesday from 4-6. If you are able, try to bring a food item to share. Minogashkadino-giizis!
Makwa – Newsletter
November-
Nov, 14, 2011 is parent teachers conference, so talk to Teresa or Karen if this date works or if another date is better.

Chi-Miigwech to Shelly and Charlie For making manoominike
We are having so much fun in our classroom! Each day we are doing and learning new things. Some things we are working on to promote our self-help skills are: Taking off and putting on our shoes, getting our jackets to go outside, finding our cubbies, washing and drying our hands! We are doing a fabulous job at all of these and encourage parents to support these skills at home!

We will also be learning more about Dagwaagin (Autumn/Fall) and what happens during this time!

Chi-Miigwetch to Charlie and Shelly Gordon for teaching us all about ricing. You can see the pictures of our experiences when you come into our classroom!

The weather has turned a bit chilly and we still go outside daily so please make sure you send cloths and outdoor gear that is going to keep them warm outside, hats and gloves are now a must have!

Miigwetch for calling us when your child will not be in!

Nadine and Amber 715-779-5030 ext. 241

<table>
<thead>
<tr>
<th>OJIBWE WORDS</th>
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<tr>
<td>Dagwaagin: Autumn/Fall</td>
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<td>Aniibiish: Leaf</td>
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<td>Wewiib: Hurry</td>
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<td>Biinichigedaa- Let’s Clean up</td>
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<td>Minode’en- Be Kind</td>
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<td>Giminochige- You’re doing good</td>
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<td>Wii kwaajitoon Miinawa: Try it again</td>
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October was a busy month in the Ma’iingan room! We were able to go on four field trips! First we visited Erickson’s Orchard and tried yummy apple cider and apple cider doughnuts. We visited Don’s Pumpkin Patch where each child participated in the corn maze and got to take home a mini-pumpkin. We also went on an educational field trip to the cranberry bog where we learned about the different plants found in nature that we could use to make food. Finally, we made our visit to the Bayfield Carnegie Library where Miss Theresa read us stories. As we prepare for Halloween, we hope you all have a fun and safe time trick or treating!

This month we will be focusing on self-help skills. This includes helping the children learn to dress themselves for the colder weather. We will practice buttoning and zipping our coats as well as putting on boots and snow pants. Cold weather is upon us!

This month we will be focusing on emotions, fall themed projects, and some more all about “Me” projects so we can get to know all of our students!

November

Birthdays!

Jasmine Marx:
11/7/2006

Darren Hanson:
11/17/2007

Please wish these students a

Mino Dibishkaa Giizhikaad!

Happy Birthday!

**Ojibwe Words to Practice!**

Dagwaagin = fall
(chi) noodin = (big) windy
Ningwaanakwad = It’s cloudy
Ozhawaashkwah = Blue
Oshkibagoninaande = Green
Waabishka = White

Thank you to all parents who have been able to visit our classroom and participate on our field trips. The kids are always so proud to have their parents with them and we are so grateful to have your presence. We hope all of our parents have an opportunity to visit with us in the future! Miigwetch!
MIGIZII CLASSROOM

This month the Migizii Classroom is getting ready for the fall activities, decorating the room for harvest day, putting out pumpkins, scarecrows and colorful fall leaves.

WHAT WERE LEARNING in class?
* Water Table filled with assorted types of paper for practicing cutting and snipping for the younger ones.
  * Printing our first name
* Shapes Recognition: Oval, square, triangle, hexagon and circle
* Learning self-help skills in serve ourselves, pouring milk, scooping, using a knife and buttering our own bread
* Learning Finger plays "Five Jungle Monkeys"
  * Painting colorful fall leaves
* Movement of shake it down and turn around
  * Alphabets A to Z

Ojibwe Numbers: Bezhig, niizh, niswi, niiwin, naanan, ningowaswi, niizhwasswi, ishwaaswi, zhaangswi and midwaaswi.

Ojibwe words: oksimaan, zhigaag, mishiimin, mishiiminaatig, namadabin, ajidamoo, animosh, giigo and others.

Learning about Our Feelings: using our words instead of hands.
Outdoor learning environment going to the corn maze, finding colored coins, walking, hiding inside maze and running. Next will go visit a neighbor’s home to see all their Halloween lawn decorations and getting a visit from our local Fire Department.

~Patsy, Diann and Tracy
Boozhoo. We hope your dagwaagi is going great so far. The weather is getting colder so please make sure your child has a warm jacket, gloves and hat every day. Also, please be sure to label ALL of the items. We have 17 children in the class and are encouraging the kids to be responsible for their own things. If things get mixed up we need to know where they really belong. It is also important to label their shoes and boots. We want to make sure that no one ends up with the wrong things going home.

We are also asking that you really encourage your child to use their self help skills. Winter is coming and there will be a lot of clothing to be put on. The more your child can do for themselves the longer we will have to play outside. Other big things to work on are putting on socks and shoes and putting jackets on. Give your child a few extra minutes to get ready to allow them time to do it themselves. Remember...practice makes perfect!

Please remember to keep your emergency contacts up to date. If we have phone numbers that are disconnected we will not be able to reach someone in the event that your child needs something. Updated information can be sent to school via bus monitor or back packs or you can call our office ext. 247.

School closing reminder...

If the Bayfield School or tribal office is closed due to weather so is the ECC. You will not receive a phone call. We will call if we are closed but the public school or tribal office is open. Calls will be made around 7:00.

As always, we welcome parents to come and visit the room to check out what the kids are doing. We look forward to your visits.

Ms. J, Ms. Virgina, and Ms. Jenn
Due to a staff in-service, the ECC will be CLOSED Tuesday, November 22nd.

There will still be GED Classes.

ECC Closed: November 22nd-25th
Nicole Boyd, Carmen VanderVenter & James Monchamp (Regional Rep)

Red Cliff’s Johnson O’Malley Program receives an ‘exemplary program’ award at the annual Johnson O’Malley Association Conference in Tulsa, OK. 10-19-11
ECC PICTURE RETAKES

DATE: Tuesday, November 8th

TIME: 8:00am-12:00 (noon)

LOCATION: Large Motor Room

The ECC will have picture retakes on November 8th.

8:00am-12:00pm

*Bring entire package back with you
*Get a CD
*Print photos on your own

If you have any questions, please call Auna (ext 257) or Gena (ext 236) at 779-5030.
Boozhoo!

ECC Fall Conferences are the week of November 14-17, 2011. Your child’s teachers will be contacting you to set up a conference time. Conference times are available from 2:00 – 4:00, unless other arrangements are made with your child’s teachers.

Parent Tips for Successful Teacher Conferences

- Please be on time for your scheduled conference
- Jot down what you want to talk about at the conference and bring that with you
- Stay positive
- Be open minded about suggestions from your child’s teacher
- Talk with your child about school before the conference

Remember, as a parent, you are the most important teacher in your child’s life. We are looking forward to having the opportunity to talk with you about your child.

See you soon!
Head Start Fall Library Field Trips

November 2    Maiingan classroom
November 9    Mashkodebzhiki classroom
November 16   Migizi classroom
November 30   Mashkodebzhiki classroom

We plan on loading the bus at 9:00, arriving at the Bayfield Library at 9:30, and returning after story time. If the weather is nice, we can take a walk downtown, go to the park, etc. We will be back at the ECC for lunch.

This is a wonderful literacy activity and a good way to promote future library use.

Families are welcome to join us!
Elderly Hunt 2011

November 8th, 2011

Attention Community Members:

The Elderly Hunt will take place November 8th, 2011. All deer taken for the Elderly Hunt may be taken to Ron Nordin’s for processing after registration.

Any questions? Call the Red Cliff Wardens at (715) 779-3732
Tuesdays & Thursdays
8:00 am to 4:00 pm
[Transports are limited to the immediate area, not to exceed a fifty-mile radius. Under certain circumstances, transportation may be extended to the Duluth area, provided that the CHR is given a 48 hour notice of the appointment and the GSA vehicle is available. Due to travel time, Duluth appointments must be between 10:00 am and 2:00 pm.]

Available to Contract Health Service Clients (CHS)

- All other resources must be contacted before we will transport.
- For medical appointments only. Transports are not for shopping, visiting, etc...
- We are unable to provide transports to wheel-chair bound individuals because we do not have the resources for this.
- When the tribal offices are closed due to inclement weather or natural disaster, all transports for that day will be canceled.
- No one under the age of 18 will be transported without the parent or legal guardian present.
- No intoxicated client will be transported.
- All passengers are required to provide a car seat for each child (when applicable) and to wear a personal restraint/seat belt or they will be denied transportation.
- The clinic does not transport to surgeries where sedation is involved or there exists the potential for life-threatening outcomes. In these situations, family should be involved in your care.

For more information or to schedule an appointment contact Janet Hillert at 715-779-3707
RED CLIFF

FLU VACCINATION CLINICS

"Walk-in" Clinics (no appointment necessary):

WHERE: Red Cliff Community Health Center
WHEN: Thursday, Oct. 20th, from Noon to 3
       Thursday, Oct. 27th, from Noon to 3
       Thursday, Nov. 3rd, from Noon to 3
       Thursday, Nov. 10th, from Noon to 3

WHERE: Legendary Waters Casino Conference Center
WHEN: Wednesday, Nov. 2nd, from 9 to 1

WHERE: Red Cliff Elderly Nutrition Feeding Site
WHEN: Monday, Nov. 14th, from 11 to 2

"Appointment-only" Clinics (please call to schedule):

WHERE: Red Cliff Community Health Center
WHEN: Friday, Oct. 28th, from 9 to Noon
       Friday, Dec. 9th, from 1 to 4

To schedule a time for one of the "Appointment-only" clinics at the Health Center, please contact Tony Bondioli at (715) 779-3707.
THANKSGIVING DAY DINNER
MIZISE WIISINI GIIZHIGAAD

NOVEMBER 24, 2011
DINING TIME: APPROXIMATELY 1:00 P.M. (GIVE OR TAKE A FEW)
RED CLIFF ELDERLY CENTER

MENU:
MIZISE TURKEY
PINIG MIINIWA BAKWEZHIGANAABO MASHED POTATOES AND GRAVY
MIZISE MOOSHKINACHIGAN (TURKEY FILLING) STUFFING
ANISHINAAE MANOOMIN WILD RICE
JIISAN RUTABEGGIES
BAKWEZHIGAN DINNER ROLLS
BIITOOSIJIGANI-BAKWEZHIGANAG (PIES) DESERT

SOCIAL TIME AND ACTIVITIES PLANNED:
VISITING, SHARING STORIES, LAUGHING, CARD GAMES, BINGO,
TV TIME FOR THE THANKSGIVING DAY PARADE AND FOOTBALL GAME(S)

DONATIONS CAN BE DROPPED OFF BY 4:00 P.M. AT THE
RED CLIFF ELDERLY FEEDING SIGHT, BY NOVEMBER 23RD!

OPEN TO EVERYONE!
FOR FURTHER INFORMATION OR TO PICK UP DONATIONS, PLEASE CONTACT

JIM PETE
CELL: 715/209-0989 OR HOME: 715/779-5782
8 Tips to Teach Sharing

Tackle the Word "Mine!"
Next to "no," is there any other word more popular with 2- and 3-year-olds? Not only do they call their own stuff "mine," they see everything else as theirs too! "Gracie can be sitting in a sea of toys, but if I pick up one and give it to Jack, she wants it," Mary Ann sighs. "Why is it so hard for her to share?"
But that doesn't mean you can't help your child learn about sharing. In fact, it's up to you to help transform sharing from a meaningless concept into an everyday ethic. Just don't expect overnight results.
Generosity and empathy -- the foundation of sharing -- are qualities that emerge over time, after repeated reinforcement, Dr. Tobin says. Here's how to speed the process along.

Homespun Values
Kids learn best by example, so make sharing a regular part of family life. Tell your child that in your house, everyone shares the chores, then assign her a few tasks. Even a 2-year-old can place a napkin on the table or pitch a can into the recycling bin. During meals, "share the limelight," letting each person speak uninterrupted. At snacktime, offer a bite from your plate, explaining, "Mommy is sharing her apple with Claire." The next time, ask, "Will Claire share her apple with Mommy?" Praise her if she does. It's also important to show your child that you care about others, says Bobbi Conner, author of Everyday Opportunities for Extraordinary Parenting. Let her help you make soup for a sick friend, for example -- she'll learn that when someone has a problem, there are things she can do to help.

Do Prep Work Before Playdates
If you'll be the host, help your child stash her favorite toy -- the one she genuinely couldn't bear to let another kid touch -- in a safe place. Then explain that the rest of her playthings are for everyone to enjoy. When you go to someone else's house, chat beforehand about what to expect, recalling highlights from her last successful playdate ("Remember when you and Peter had fun playing ball together?").

Compliment Kind Behavior
As important as it is for you to step in and correct bad behavior, it's equally important that you praise the good. Make sure your little one knows she's sharing nicely and that you're proud. Say, for example, "You're doing a nice job of playing with Philip and the blocks." That reinforcement will help her remember the acts that got her kudos and she'll be more likely to repeat in future playdates.

Don't Rush to Referee
If your little one takes a toy from his friend, try not to overreact -- see how the children handle it. They'll sometimes continue playing without a fuss. Part of learning to interact with others is figuring out how to manage difficult situations. Give your child a chance to improve his own problem-solving skills.

Break Up Any Brawls
If your child's grabbiness makes her friend cry, take action. Say, "That's not nice. Kate is playing with that," then help her find another activity.

Take a Strong Stand On Hitting and Biting
Inappropriate physical contact definitely requires an immediate response. If your little one is the offender, remove him from the action and say, "We don't hit. That hurts!" But don't force him to say he's sorry. When all eyes are on him, your child may be too embarrassed to comply. Instead, walk him over to his friend and apologize on his behalf.

Tailor Your Technique
Experiment with various strategies to see what works best for your child. If Gillian Norrie's 2-year-old triplets, Noah, Frasier, and Gabriel, fight over a plaything, "I give the toy a time-out for a few minutes," the suburban Atlanta mother says.
Even if your child is a toy miser on playdates, she may be better under different circumstances. The Norrie boys' teacher has praised their willingness to share. "I couldn't believe it," Norrie says, laughing. "I guess my husband and I taught them more than I thought."
Leadership for Wisconsin’s future

Core Curriculum
Effective leadership is at the core of healthy, vibrant communities. Leadership Wisconsin fosters an environment where leaders can learn and grow, build their self-confidence and their leadership capacity. As fellows travel Wisconsin, our nation and the world, they expand their network of connections. Graduates go on to provide leadership needed to address issues in education, health, politics, business, nonprofit, and civic sectors of our state and beyond.

Applications Details
Leadership Wisconsin accepts self-nominations or you can nominate someone you know. To make a nomination or apply, visit our website or contact our offices. Applications will be accepted through November 1, 2011.

Selection
Leadership Wisconsin will select up to 35 fellows from diverse backgrounds and experiences in a wide range of areas. Ideal candidates share a strong desire to actively meet the challenges facing their communities.

Tuition
Fellows are responsible for $7500 - about 1/3 of the total program costs. Typically each fellow’s tuition is paid through a combination of sponsorships and personal funds. Included in the tuition are all faculty, facilitators, and speakers; program materials; most meals; all seminar lodging and all out-of-state and out-of-country travel and transportation.

Schedule

2012
April or May: Orientation
July 25-27: State Government
Sept 19-21: Leadership
Nov 7-9: Current Issues

2013
Jan 16-18: Individuals & Community
Mar 16-22: National
June 12-14: Technology Innovation
Sept 15-20: Regional
Nov 6-8: Global Economics
Nov 8-9: International Orientation
Jan 15-17: Diversity - Finding Common Ground

2014
Feb-Mar: International
July 16-18: Environmental Issues
July 19: Graduation Celebration

Leadership Wisconsin

For more information, visit www.LeadershipWisconsin.org
(608) 263-0817
4th annual Gitchi Gami Pow Wow

Friday Nov. 4
7:00-10:00??
Ashland High School Gym
Feast 5:30-6:30
Grand Entry 7:00

Invited Drums:
Picture Rock - Bad River, WI
Little Otter - Mille Lacs, MN
Badger Singers - LCO, WI
Mashkisibi - Bad River, WI
Pipestone - LCO, WI

Emcee:
Pete Gahabow - Mille Lacs, MN

Arena Director:
Pete Powless - Bad River, WI

Programs/Vendors or for more information please contact Mavis Kingbird or Joe Corbine jr at the Ashland High School. 715-682-7089
COMMUNITY NOTICE

The Tribal Council will be having listening sessions once a month on the last Wednesday of each month. Two (2) Council members will be at each listening session to hear your ideas, concerns or issues. The next listening session is scheduled for November 17th, 2011 from 5 p.m. to 7 p.m. at the Tribal Administration Office.

**November schedule**

November 17th – Marvin Defoe, Vice Chair & Bob Bear

If you have any questions, or would like to set up an appointment, please contact the Administration office at 779-3700

Note: There will be no listening session for December due to the Holidays.

A schedule will be posted in December for Jan. Feb. & March
TIPS TO SAVE ENERGY AND MONEY

TO INCREASE COMFORT IN THE FALL OR WINTER:

- Close your curtains and shades at night; open them during the day.
- Remove any window air conditioners and close and seal the windows.
- Cover the windows with plastic by October and through March.
- Eliminate drafts around the front and back doors.
- Block the air path under doors to prevent cold air drafts.
- Keep doors between rooms closed to prevent drafts.

HEATING

- Lower your thermostat at night and whenever the house is unoccupied. Close off and don’t heat unoccupied rooms (unless you have a heat pump). If you consistently set your thermostat back at night 5 degrees Fahrenheit, you may reduce your heating bill by 5-10 percent.
- Lower the thermostat and dress warmer. As little as 1 to 3 degrees (F) makes a noteworthy difference in energy consumption.
- Open all of the heating vents and be sure the cold air returns are not blocked and they have a free flow of air.
- Change the furnace filter each month. The dirtier they are, the harder the furnace fan works.
- Don’t use the oven or non electric space heaters to heat the residence.
- Use electric space heaters sparingly and keep materials away that may catch on fire.
- Keep your fireplace damper closed unless a fire is going. Keeping the damper open is like keeping a window wide open during the winter; it allows warm air to go right up the chimney.

LIGHTING

- Replace standard light bulbs (also called incandescent) with ENERGY STAR rated Compact Fluorescent Lamps (CFLs), especially in lights you use most often. CFLs are available in globe and candle shapes, floodlights, 3-way and dimmable. They use about a quarter of the energy.
- Reduce the wattage of your remaining standard bulbs, if you cannot replace all of the standard bulbs with CFLs.
- Turn off lights when not in use and when you are out of the room for more than 5 minutes.
- Use task lighting; instead of brightly lighting an entire room, focus the light where you need it.
- Consider three-way lamps; they make it easier to keep lighting levels low when brighter light is not necessary.
- Consider using 4-watt mini-fluorescent or electro-luminescent night lights. Both lights are much more efficient than their incandescent counterparts. The luminescent lights are cool to the touch. Use LED-type strings for holiday lights.

WATER USAGE

- Turn your water heater down to 120° or the "Normal" setting when home, and to the lowest setting when away. Water heating accounts for about 13% of home energy costs.
- Install low-flow faucets and shower heads.
- Repair leaky faucets promptly; a leaky faucet wastes gallons of water in a short period of time.
- Take short showers instead of baths.
- If you’re in the market for a new dishwasher or clotheswasher, purchase an efficient water saving ENERGY STAR model to reduce hot water use.
APPLIANCES AND ELECTRONICS
- Don't keep your refrigerator or freezer too cold. Recommended temperatures are 37° to 40°F for the fresh food compartment of the refrigerator and 5°F for the freezer section. If you have a separate freezer for long-term storage, it should be kept at 0°F.
- To check refrigerator temperature, place an appliance thermometer in a glass of water in the center of the refrigerator. Read it after 24 hours. To check the freezer temperature, place a thermometer between frozen packages. Read it after 24 hours.
- Regularly defrost manual-defrost refrigerators and freezers; frost buildup decreases the energy efficiency of the unit. Don't allow frost to build up more than one-quarter of an inch.
- Consider replacing your older model refrigerator, especially if older than 10 years. Older models can often use over three times the energy of newer models.
- Always buy ENERGY STAR qualified appliances and equipment - they’re up to 40% more efficient.
- In the average home, 75% of the electricity used to power home electronics is consumed while the products are turned off. This can be avoided by unplugging the appliance or using a power strip and using the switch on the power strip to cut all power to the appliance.
- Unplug electronics, battery chargers and other equipment when not in use. Taken together, these small items can use as much power as your refrigerator.
- Plug TV and other electronics into a power strip. Turn off the power strip when electronics are not in use.

CLOTHES WASHING AND DRYING
- About 90% of the energy used for washing clothes is for heating the water. Unless you’re dealing with oily stains, the warm or cold water setting on your machine will generally do a good job of cleaning your clothes because today’s detergents are designed to work well in cold or warm water. Switching your temperature setting from hot to warm can cut a load’s energy use in half.
- Wash and dry full loads. If you are washing a small load, use the appropriate water-level setting.
- Dry towels and heavier cottons in a separate load from lighter-weight clothes.
- Clean the lint filter before each load.
- Make sure that the dryer exhaust vent is clear and opens and closes easily.
- Air dry clothes, but not indoors as this creates unwanted mold and moisture problems.

KITCHEN TIPS FOR COOKING AND DISH WASHING
- Be sure your dishwasher is full, but not overloaded, when you run it. Use air drying - open the door when dish washer cycle is complete.
- Scrape, don’t rinse, off large food pieces. Soaking or prewashing is generally only recommended in cases of burned-on or dried-on food.
- Don’t use the “rinse hold” on your machine for just a few soiled dishes. It uses 3 to 7 gallons of hot water each time you use it.
- When cooking match the pan diameter to the burner size. If the pan is too small, heat is wasted around the sides. If the pan is too large, only the center gets heated.
- Use small electric pans or toaster ovens for small meals rather than your large stove or oven. A toaster oven uses a third to half as much energy as a full-sized oven.
- Use microwave or pressure cooker for smaller items. They will save energy by significantly reducing cooking time.

Home Energy Plus
1-866-432-8947
www.homeenergyplus.wi.gov
2011-2012 ENERGY ASSISTANCE CHECKLIST

In order to avoid unnecessary delays in processing your application, the following checklist will help you prepare to apply. It is important that you provide the documentation required. Agencies may not be able to obtain social security and income information directly.

**Photo Identification**
- Bring a photo identification card, such as:
  - Driver's license; OR
  - Other government issued photo ID; OR
  - Other photo ID (employer ID for example).

**Social Security Number**
- Bring one of the following documents for every person in your household:
  - Social Security card; OR
  - Official government document identifying the person by name and showing the agency printing of the Social Security number.

**Citizenship**
- If you or any member of your household is not a citizen of the United States, bring:
  - Alien status card with INS number.
  - Immigration Papers.

**Proof of Residency**
- To provide proof that you live in Wisconsin and the County of the application, bring:
  - Wisconsin driver's license with current address; OR
  - Copy of utility bill with current address; OR
  - Copy of real estate tax bill; OR
  - Other third party evidence of your residential status.

**Heating Costs**
- Provide evidence of your household's primary heating costs for the last 12 months; OR from September 1 through last August 31.
- A statement from your fuel dealer giving your heating costs for that period; OR
- Copies of your heating bills for that period.
- If you have heating bills for more than one fuel source, bring copies of all heating bills.

**Electric Costs**
- The Public Benefits Program assists eligible households with non-heating electric costs (i.e. lighting and water heat). To determine if you are eligible to receive a benefit for your non-heating electric energy costs, bring:
  - Copies of your electric bill for the same time period as your heating bill.

**Landlord**
- If you rent, bring:
  - The name, address and telephone number of your landlord or building manager (the person you pay your rent to); OR
  - Your rental agreement (lease).

**Child Support (CS) Paid**
- If you pay child support, provide evidence of the support you paid during the 3 months prior to the month of application.
- Copies of your cancelled checks; OR
- A printout from the CS agency or from the WI Support Collections Trust Fund showing the amount of CS paid in the 3 months prior to the month of application.

**Dividend and Interest Income**
- Provide evidence of your household's interest and dividend income for the last 12 months:
  - Last year's 1099; OR
  - Savings account passbooks; OR
  - Bank statements; OR
  - Credit union statements; OR
  - Certificates of deposit; OR
  - Statements from companies paying dividends.

**Income**
- Provide evidence of your entire household's gross income for the 3 months prior to the month of application. See the back of this page for more details regarding what to bring. Some household members may be required to provide annual income information. (See reverse for specifics.)

<table>
<thead>
<tr>
<th>Household Size</th>
<th>3 Month Combined Household Income</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$6,080</td>
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<tr>
<td>2</td>
<td>$7,950</td>
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<td>3</td>
<td>$9,821</td>
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<td>$11,692</td>
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<td>$13,563</td>
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<td>6</td>
<td>$15,433</td>
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<td>$15,784</td>
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<td>8</td>
<td>$16,135</td>
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</tbody>
</table>

PLEASE BRING THE FOLLOWING PROOF OF INCOME (for the 3 months prior to the month of application, unless stated otherwise):

**Wage Income:**
- Pay stubs; OR
- Pay statements; OR
- 1099-MISC.

**Self-employment Income:**
- A copy of your most recent federal income tax form 1040 including all Schedules; OR
- Your personal records for self-employment income and expenses for the past 12 months.

**Farm Income:**
- A copy of your most recent federal income tax form 1040 including Schedule F; OR
- Your personal records for farm income and expenses for past 12 months.

**Land Contract Income:**
- A copy of the contract and amortization schedule of payments; OR
- Schedule B.

**Rental Income:**
- A copy of your most recent federal income tax form 1040 including Schedule E; OR
- Rent receipts; OR
- Your records of rental income and expenses for the past 12 months.

**Supplemental Security Income (SSI):**
- A copy of the SSI award letter; OR
- Copies of your SSI check stubs; OR
- A copy of your bank statement if your SSI check is sent directly to your bank.

**Social Security (SS and SSDI):**
- A copy of the SS award letter; OR
- A copy of your 1099 form from Social Security; OR
- You may request the information directly from Social Security.

**Pensions, Annuities, IRA's:**
- Pension check stubs; OR
- Statements attached to the pension checks.

**Veteran’s Benefits:**
- The most recent letter from the Veteran’s Affairs stating your monthly benefits; OR
- You may contact Veteran’s Affairs and request a statement of your benefit amounts.

**Unemployment Compensation:**
- A printout from the unemployment office, verifying the checks you have received; OR
- Copies of each unemployment check you received in the 3 months prior to the month of application.
- If seasonal, copies of 1099-G for last tax year.

**Other Income Types:**
- Such as: Disability
- Tribal per capita
- Worker's Compensation
- Stubs or statements from the checks.

**Child Support (CS) Payments Received:**
- Check stubs; OR
- A printout from the CS agency or from the WI Support Collections Trust Fund showing the amount of CS received.

**TANF/W2 Benefits:**
- Copies of your checks; OR
- Check stubs; OR
- Award letters; OR
- A letter from the county TANF/W2 agency stating the amount of your assistance.

**Income for Seasonally Employed**
(including, not limited to, construction worker, teacher, etc.)
- Copy of your 1040 including all W-2s and 1099s.

Home Energy Plus is administered by the Wisconsin Department of Administration’s Division of Energy Services. Home Energy Plus programs include the Wisconsin Home Energy Assistance Program (WHEAP) and the Weatherization Assistance Program. These programs help income-eligible households with energy bill payments and energy efficient measures that reduce energy usage.

For more information:
1-866-HEATWIS (432-8947)
www.homeenergyplus.wi.gov
<table>
<thead>
<tr>
<th>English</th>
<th>Yoruba</th>
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<tbody>
<tr>
<td>1. See him/her</td>
<td>waa bam</td>
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<tr>
<td>2. I don’t see myself</td>
<td>ni waa ba mi di zo siin</td>
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<td>3. I don’t see you</td>
<td>gi waa ba mi si noon</td>
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<tr>
<td>4. I don’t see him</td>
<td>ni waa ba mi siin</td>
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<td>5. I don’t see you</td>
<td>gi waa ba mi sin noon</td>
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<td>6. I don’t see them</td>
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<td>7. You don’t see me</td>
<td>gi waa ba mi siin</td>
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<td>8. You don’t see yourself</td>
<td>gi waa ba mi di zo siin</td>
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<td>9. You don’t see him</td>
<td>gi waa ba maa siin</td>
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<td>10. You don’t see us</td>
<td>gi waa ba mi sii min</td>
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<tr>
<td>11. You don’t see them</td>
<td>gi waa ba maa siig</td>
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<tr>
<td>12. He doesn’t see me</td>
<td>ni waa ba mi go siin</td>
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<tr>
<td>13. He doesn’t see you</td>
<td>gi waa ba mi go siin</td>
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<tr>
<td>14. He doesn’t see himself</td>
<td>waa ba mi di zo siin</td>
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<td>15. He doesn’t see him</td>
<td>o waa ba maa siin</td>
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<td>16. He doesn’t see us</td>
<td>ni waa ba mi goo sii naan</td>
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<td>17. He doesn’t see us</td>
<td>gi waa ba mi goo sii naan</td>
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<td>18. He doesn’t see you</td>
<td>gi waa ba mi goo sii waan</td>
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<td>19. He doesn’t see them</td>
<td>o waa ba maa siin</td>
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<td>20. We don’t see you</td>
<td>gi waa ba mi goo siin</td>
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<td>They don’t see them</td>
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<td>English</td>
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<td>You don’t see me</td>
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<td>You don’t see yourself</td>
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<td>You don’t see him</td>
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<td>You don’t see them</td>
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<td>Don’t see me</td>
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<td>Don’t see yourselves</td>
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<td>Don’t see them</td>
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<td>Let’s don’t see him</td>
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<td>52</td>
<td>Let’s don’t see ourselves</td>
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<tr>
<td>53</td>
<td>Let’s don’t see them</td>
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<tr>
<td>54</td>
<td>Let’s don’t see each other</td>
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<tr>
<td>55</td>
<td>See me</td>
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<td>56</td>
<td>See yourself</td>
</tr>
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<td>57</td>
<td>See him</td>
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<td>58</td>
<td>See us</td>
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<td>59</td>
<td>See them</td>
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<td>60</td>
<td>Let’s see him</td>
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</tbody>
</table>
Fruits and vegetables are part of a well-balanced and healthy eating plan.

There are many different ways to lose or maintain a healthy weight. Using more fruits and vegetables along with whole grains and lean meats, nuts, and beans is a safe and healthy one. Helping control your weight is not the only benefit of eating more fruits and vegetables. Diets rich in fruits and vegetables may reduce the risk of some types of cancer and other chronic diseases. Fruits and vegetables also provide essential vitamins and minerals, fiber, and other substances that are important for good health.

To lose weight, you must eat fewer calories than your body uses.

This doesn't necessarily mean that you have to eat less food. You can create lower-calorie versions of some of your favorite dishes by substituting low-calorie fruits and vegetables in place of higher-calorie ingredients. The water and fiber in fruits and vegetables will add volume to your dishes, so you can eat the same amount of food with fewer calories. Most fruits and vegetables are naturally low in fat and calories and are filling.

As people become less active, their bodies need fewer calories. Even if you do not need to lose weight, you may still need to reduce calories simply to maintain your current weight.

Here are some simple ways to cut calories and eat fruits and vegetables throughout your day:

Breakfast: Start the Day Right.
- Substitute some spinach, onions, or mushrooms for one of the eggs or half of the cheese in your morning omelet. The vegetables will add volume and flavor to the dish with fewer calories than the egg or cheese.
- Cut back on the amount of cereal in your bowl to make room for some cut-up bananas, peaches, or strawberries. You can still eat a full bowl, but with fewer calories.

Lighten Up Your Lunch.
- Substitute vegetables such as lettuce, tomatoes, cucumbers, or onions for 2 ounces of the cheese and 2 ounces of the meat in your sandwich, wrap, or burrito.

The new version will fill you up with fewer calories than the original.
- Add a cup of chopped vegetables, such as broccoli, carrots, beans, or red peppers, in place of 2 ounces of the meat or 1 cup of noodles in your favorite broth-based soup. The vegetables will help fill you up, so you won't miss those extra calories.
Dinner

- Add in 1 cup of chopped vegetables such as broccoli, tomatoes, squash, onions, or peppers, while removing 1 cup of the rice or pasta in your favorite dish. The dish with the vegetables will be just as satisfying but have fewer calories than the same amount of the original version.

- Take a good look at your dinner plate. Vegetables, fruit, and whole grains should take up the largest portion of your plate. If they do not, replace some of the meat, cheese, white pasta, or rice with legumes, steamed broccoli, asparagus, greens, or another favorite vegetable. This will reduce the total calories in your meal without reducing the amount of food you eat. BUT remember to use a normal- or small-size plate—not a platter. The total number of calories that you eat counts, even if a good proportion of them come from fruits and vegetables.

About 100 Calories or Less

- a medium-size apple (72 calories)
- a medium-size banana (105 calories)
- 1 cup steamed green beans (44 calories)
- 1 cup blueberries (83 calories)
- 1 cup grapes (100 calories)
- 1 cup carrots (45 calories), broccoli (30 calories), or bell peppers (30 calories) with 2 tbsp. hummus (46 calories)

The fruits and vegetables in the box above all have about 100 or fewer calories.

Instead of a high-calorie snack from a vending machine, bring some cut-up vegetables or fruit from home. One snack-sized bag of corn chips (1 ounce) has the same number of calories as a small apple, 1 cup of whole strawberries, AND 1 cup of carrots with ¼ cup of low-calorie dip. Substitute one or two of these options for the chips, and you will have a satisfying snack with fewer calories.

Smart Snacks

Most healthy eating plans allow for one or two small snacks a day. Choosing most fruits and vegetables will allow you to eat a snack with only 100 calories.
Remember: Substitution is the key.
It's true that fruits and vegetables are lower in calories than many other foods, but they do contain some calories. If you start eating fruits and vegetables in addition to what you usually eat, you are adding calories and may gain weight. The key is substitution. Eat fruits and vegetables instead of some other higher-calorie food.

Fruits and Vegetables for Weight Control

Eat fruits and vegetables the way nature provided—or with fat-free or low-fat cooking techniques.

Try steaming your vegetables, using low-calorie or low-fat dressings, and using herbs and spices to add flavor. Some cooking techniques, such as breading and frying, or using high-fat dressings or sauces will greatly increase the calories and fat in the dish. And eat your fruit raw to enjoy its natural sweetness.

Canned or frozen fruits and vegetables are good options when fresh produce is not available.

However, be careful to choose those without added sugar, syrup, cream sauces, or other ingredients that will add calories.

Choose whole fruit over fruit drinks and juices.

Fruit juices have lost fiber from the fruit. It is better to eat the whole fruit because it contains the added fiber that helps you feel full. One 6-ounce serving of orange juice has 85 calories, compared to just 65 calories in a medium orange.

Whole fruit gives you a bigger size snack than the same fruit dried—for the same number of calories.

A small box of raisins (1/4 cup) is about 100 calories. For the same number of calories, you can eat 1 cup of grapes.

Want More Information?

Check out these Web sites for more information about how fruits and vegetables can help you manage your weight:

Centers for Disease Control and Prevention: www.cdc.gov/5aday

US Department of Agriculture, Center for Nutrition Policy and Practice: www.usda.gov/cnpp

National Cancer Institute: www.cancer.gov

Produce for Better Health Foundation: www.fruitsandveggies.org

www.healthierus.gov/dietaryguidelines
You've had a baby together. Now you can parent together whether or not you are in a committed, romantic relationship. Think about what it means to have a healthy co-parenting relationship.

Communicating with your baby's other parent can help build your child's self-esteem and decrease the stress in your life. It's important for the two of you to work together for your baby.

1. Listen
They say you have two ears and one mouth so you can listen more than you talk. Many conflicts arise because one parent doesn’t want to listen to the other parent. Try it for even five minutes in your next conversation and see if it helps. Learn to develop patience with the other parent. It will help when you have to be patient with your child.

2. Talk
It would be nice if the other parent could read your mind. It may seem like you’ve shared your point 100 times. But, for the sake of your child, be willing to say what you are thinking and feeling more than once.

3. Be Safe
Sometimes people in relationships annoy each other. You may feel like yelling or hitting when you argue. Keep it safe! If you feel like you want to hurt the other parent or if you don’t feel safe, take a break from the discussion.

4. Watch Your Language
The words you use with the other parent are important. Avoid words that insult or demean. Even in fun, words can hurt. If you insult the other parent of your child, you are insulting your child too. Build up, don’t tear down, the members of your family.

5. Request What You Want
We know the other parent makes mistakes, which can be frustrating. Rather than complain about the things you don’t like, request the behavior you want. For example, rather than, “You’re always late,” say, “Please come on time when you pick us up.”

6. Compromise
Unless it’s a clear health or safety issue, giving in a little to the other partner’s wishes will help parents work together. There is more than one way to solve a problem. Be open to finding shared values.

7. Avoid Communication Blocks
As tempting as it may be to use insults, hostile humor and sarcasm, avoid these behaviors. They actually break down communication between couples. Also stay away from “stonewalling” and “yes, but...” statements. Acknowledge your partner’s points while disagreeing, if necessary.
If you are romantically involved with the other parent, or if you have entered a different romantic relationship, try these ideas, too:

Make time to hang out together and have fun as a family and as a couple. Make sure you have safe childcare before the two of you go out!

Nurture feelings of affection for each other. Affection is more than sex. Do more of what you did in the beginning to make the other person like you.

Take time to learn what your partner wants. Ask questions about your partner’s hopes and fears. Get to know the person underneath the exterior.

Be a team—tackle problems as a united front. You will learn a lot about yourself in the process and teach your child great teambuilding skills.

The Children’s Trust Fund reaches every community in Massachusetts to ensure that parents and caregivers have the skills and knowledge necessary to raise safe and healthy children. We do this by bringing community-based parenting education and support programs to families across the state.

Supported by private, state, and federal funding, the Children’s Trust Fund invests in Massachusetts’ most precious resource—children and their families.


Some content adapted from the “Exploring Relationships and Marriage” curriculum published by the Administration for Children and Families.
**Dividing Parenting Tasks**

1. List all the parenting tasks and responsibilities.

2. Each partner should choose the ones he/she prefers doing, is good at, etc.

3. For dividing the remaining tasks and responsibilities (the grunt work, so to speak) use negotiation, compromise and problem solving skills.

Note: ideally, a 50/50 split is desirable, all other things being equal. Each family needs to custom fit this process into its unique situation (e.g. percentage of time that either or both parents work; ages and needs of children, special considerations, etc)

4. Involve the children in these household tasks (according to their age and abilities). They should participate as part of the family team so they will learn those invaluable negotiation, compromise and problem solving skills.

5. Write down the final agreement and date it. Revise the plan as the needs and circumstances require, using the same process.

6. Post the agreement in a visible place, such as on the refrigerator, where all family members can see it.
Reflective Listening

- Listen with a clear and open mind
- Listen for content as well as feelings
- Listen for the underlying meaning
- Put yourself in the other’s position.
- Look for nonverbal cues
- Restate and reflect: “I hear you saying __________ and you feel __________.”

I – Statements

1. “I feel __________ (take responsibility for one’s own feelings)

2. when you __________ (stating the behavior that is a problem)

3. because __________ (what it is about the behavior or its consequences that one objects to).”

4. “I’d appreciate it if you would ______________.” (offer a preferred alternative to the behavior)
Red Cliff Early Childhood Center

Regular Policy Council Meeting Minutes
Monday, July 18th, 2011
12:00 (noon) @ Memengwaa Trailer

Policy Council Members Present: Jennifer Boulley, Jennifer Bresette, Candyce Holcomb, Shelly Gordon, Johanna Wilson

Others Present: Dee Gokee-Rindal, ECC Administrator; LaVonne Goslin, EHS Director; Nicole Boyd, Family Services Manager; Nicky Gurnoe, HS Director; Marianne Szot, Education/Abilities Manager

Meeting called to order by Jennifer Boulley at 12:09pm

**Action on Minutes: June 20, 2011 & May 23rd, 2011**
Candyce motioned to approve the 6-20-11 minutes, Jennifer Bresette seconded, all in favor, motion carried. Jennifer Bresette motioned to approve the May 23rd, 2011 minutes, Shelly seconded, all in favor, motion carried.

**June and July Financial Reports**
Nicky and LaVonne presented reports and explained the end of the fiscal year. Shelly motioned to approve, Johanna seconded, all in favor, motion carried.

**Distribute Only:** April-June Education Division Quarterly Reports, June Program Summary Report, Results of Federal Review conducted May 15-20, 2011, ECC Financial Assistance Award (FAA) 2011-2012

**Executive Session**
Jennifer Bresette motioned to go into Executive Session at 12:18pm, seconded by Johanna, all in favor, motion carried.

**Regular Session**
Johanna motioned to return to Regular Session at 12:34pm, Shelly seconded, all in favor, motion carried.

**DOIE K-Readiness Teacher-Marianne; Child Care Teacher-Marianne; EHS Home Base Teacher-LaVonne**
Candyce motioned to approve the recommendations of the selection committee, Shelly seconded, all in favor, motion carried.

**Other**
Dee expressed to PC that the Tribe is exploring the possibility of an outreach site in Red Cliff with FDL Tribal Community College.

**Adjourn**
Johanna motioned to adjourn at 12:40pm, Candyce seconded, all in favor, meeting adjourned.
Red Cliff Band of Lake Superior Chippewas

SPECIAL COUNCIL MEETING
September 20th, 2011
Legendary Waters Buffalo Bay Grand Ballroom
4:30 p.m.

Meeting called to order at 4:30 by Rose Soulier, Tribal Chairperson.

ROLL CALL:
Rose Soulier, Present
Marvin Defoe, Present
Laura J. Gordon, Present
Jim Pete, Present
Jeanne Gordon, Present

Mike Gurnoe, Present
Joanne Peterson, Present
Bryan Bainbridge, Present
Robert Bear, Present
Quorum

In attendance: Mark Montano, Director Tribal Operations, David Ujke, Tribal Attorney and community members.

OPENING CEREMONY
Opening ceremony performed by Frank Montano.

AGENDA
Jeanne Gordon moved to approve agenda. Seconded by Marvin Defoe. Motion carried.

COMMUNITY INPUT/ANNOUNCEMENTS
The Strategic Plan on Priorities was given to Council members for their review.

Curt Basina presented a concern on non-members not allowed to hunt on the Reservation. His reasons are 1) biological reason to restrict access to Reservation, he doesn’t feel it will affect the herd; 2) Persons can hunt on public forest crop, county and state lands within the Reservation and 3) Economic impact, feels there is potential loss to community and area as these people spend money here. Some Council members presented their views on this issue and why they voted the way they did.

Frank Montano presented information on a hootenanny being held on September 30th – October 2nd on the Penokee Mining issue. Also Thursday September 22nd at the Coppers Top Church in Duluth at 7 p.m. there will be the Native American Music Showcase for Folk Album of the year. Frank is a participant; you can vote online at nativeamericanmusicawards.com until October 7, 2011.

Gretchen Morris presented concerns regarding the letter sent to Rose regarding the drum and dance held during the Apple Festival in Greunke’s parking lot and the reasons she feels this is
needed, also looking for donations. Jim explained his responses. Jim Pete moved to donate $250 towards this effort. Seconded by Bryan Bainbridge. Motion carried. Tribal Chairperson Rose Soulier is donating her Council check to this effort.

Linda Lamoreaux stated her concern about the old housing road which has not been fixed yet. Rose had informed George of this and will follow up. Steven Boyd stated they are waiting for materials and then it will be fixed.

Mark Montano introduced Ed Sindelar as the Public Works Administrator.

CASINO REPORT
General Manager Jeff Gordon introduced the new Accounting Manager Dan Hebert from Ashland; he has a degree in accounting and business. He has been here for four weeks and is catching up on everything.

Jeff Gordon stated the casino donated $1200 to the drum and dance group last year. The casino has an open door policy on requests and will help Carolyn/Gretchen this year again. He suggested Gretchen meet with him soon on the request and he will work with the Tribe and Jim.

The casino would like to be on the agenda for the regular meeting in October to present the operating budget and final numbers to bring everything up to date.

Marvin Defoe moved to go into Executive Session for casino financials with Tribal members. Seconded by Jeanne Gordon. Motion carried.

Joanne Peterson moved to return to Regular Session. Seconded by Laura J. Gordon. Motion carried.

Marvin Defoe moved to table casino financial report until next meeting. Seconded by Jeanne Gordon. Motion carried.

COMPLIANCE/GAMING REPORT
Tom Jeffords commended the Slot technicians for getting machines going on the floor. He suggested that Council send a letter to Mystic Lake thanking them for their assistance. He intends to send a letter from the Gaming Commission. They showed the techs how to fix the machines etc. Ben Buck was here on Thursday and I gave him a tour of the facility and one of the suites, he took pictures and really liked it. John Gruber will be coming up this week to see the facility, Tom and Jeff will be here and meet with the Tribal Chair afterwards. We will be hiring two more positions for Surveillance department. Tom has been attending the weekly Manager meeting. Tom plans to keep communications open.
Discussed meeting minutes. A suggestion was to have timelines scheduled by the Commission for completion. When the Gaming Commission meeting minutes are attached they are not approved. When minutes are approved and signed they need to be turned into Jeanne Gordon.

Joanne Peterson moved to approve Compliance Report. Seconded by Bryan Bainbridge. Amend motion also to include approval of Gaming Commission Report. Second concurs. Motion carried.

PARISH COUNCIL RENOVATIONS
Jim explained how they got to this point and getting the two sides together for potential action. Questions need clarification, legal status whether it is the Council, Parish Council or Diocese of Superior or Rome. David Ujke stated the Superior Diocese on the property. Other part is renovations, last year used the grounds for a Summer Gathering and there was a liability insurance issue on it. Ron Jack stated we have $158,000 in funding depending on what the Parish Council wants to do. Mary Peterson explained the church side of this issue. They met and prioritized the school at $76,700 but didn’t look at the convent which was estimated at $53,000. Mary asked if Tribe could pave the parking lot of church. Tribal Chair Rose Soulier stated Ron would have to check with Jeff Benton to see if this is on the priority list for roads. Ron asked if the Diocese was asked for funds to renovate etc. Janet Gustafson stated yes they did and were told no. Parishes’ need funds and we were on our own. Discussed. It was suggested to have a community meeting on this issue. The Parish Council sent out 250 letters and didn’t get many people at their meeting.

Marvin Defoe moved the Council meet in near future to discuss this issue. Seconded by Robert Bear. Motion carried.

POW-WOW
Tribal Chair Rose Soulier suggested tabling this and appointing a Chairman for the Pow-Wow Committee. We got the letter from the Committee and the Parish Council got a copy. Jeanne Gordon moved to table the request. Seconded by Bryan Bainbridge. Motion carried. Special meeting set up for Thursday September 29th at 4:30 for those that can make it to discuss the issues.

APPOINT POW-WOW CHAIR
The Committee recommends Demetri Morris or Vern Defoe. Marvin Defoe moved to appoint Demetri Morris as Chairman of the Pow-wow Committee. Seconded by Jim Pete. Motion carried. Solicit names of interested people for the Committee; Marvin Morris stated 8 should be enough for it.

CASINO HOTEL UPDATE
Ron Jack stated the place looked great, the guys did well and we are still under budget. He has a list of change orders added to hard costs and has monies to cover them; monies are needed for the parking lot. There was a $40,000 draw down for the marina and campground. If there
are any monies left we could do the fishermen's dock. These items will be discussed at the Project Team meeting.

OLD BUSINESS

NEW BUSINESS

IHS PRIORITY LIST
Consensus of the Managed Care Committee was that priorities approved for FY 2011 be reauthorized for FY 2012 for routine care and services in Indian Health Service medical priority levels 1, 2, and 3. Payment for level 4 services will be authorized if a referral is from a Health Care Provider along with appropriate administrative review and approval. CHS program payment will be authorized for routine dental, routine eye exam every two years, an annual eye exam with an associated medical diagnosis (diabetes). CHS program expenditures will be reviewed by Health center administration on a quarterly basis or more if needed to insure that adequate funds remain available to support the authorized level of service. The Health Board approved this at their meeting on August 24th.

Jim Pete moved to approve recommendations for contract priorities for FY 2012. Seconded by Robert Bear. Discussed services and our people having to travel to get them. Motion carried.

EPA RESOLUTION
Marvin Defoe moved to approve the Resolution 9/20/11A pertaining to MOA between Red Cliff and IHS for groundwater study for $73,000. Seconded by Jeanne Gordon. Amend motion to include authorization for Tribal Chair's signature. Second concurs. Motion carried.

LIBRARY RESOLUTION
Dee Gokee-Rindal stated they are asking approval and support to obtain funding for the Red Cliff Library/Community Learning Center/Language Immersion School. Dee introduced Louise Robbins who is a partner in these efforts. Louise explained the efforts put into planning for the learning center and library with a slide presentation and drawings. The estimated cost for the project is at 3 million. The Committee checked on three sites, two were ruled out due to being wet and one of the two was too far away. They are looking at the Shodeen property and using 10 of the 40 acres for this project.

Jim Pete moved to approve the Resolution 9/20/11B pertaining to the Red Cliff Library/Community Learning Center/Immersion School (K-3 which is phase 2). Seconded by Marvin Defoe. Amend motion to include putting Shodeen property into trust. Second concurs. Motion carried.

DOMESTIC VIOLENCE PROCLAMATION
Jeanne Gordon moved to approve the Resolution 9/20/11C pertaining to designating October as Domestic Violence Awareness month. Seconded by Laura J. Gordon. Motion carried.
TENANT ASSOCIATION
No one present.

DESTROY GENERAL BALLOTS
Joanne Peterson moved to destroy the General Election ballots. Seconded by Jeanne Gordon. Motion carried.

RATIFY COUNCIL POLL
Laura J. Gordon moved to ratify the Council poll of 9/8/11 pertaining to the Friends of the Dirt Committee. Seconded by Bryan Bainbridge. 1 abstention (Jeanne Gordon). Motion carried.

APPOSTLE ISLAND NATIONAL LAKE SHORE AGREEMENT

TAXATION ISSUE
Memo received from Jacobson-Buffalo, Magnuson, Anderson & Hogen firm pertaining to Wisconsin Sales tax issues. Jeanne Gordon approved to move forward with the State Tax Agreement also to include discussion with the Department of Revenue. Seconded by Jim Pete. Discussion on taxes for business', fishermen and treaty issues. Motion carried.

PROPERTY AND PROCUREMENT
Request from Larry Deragon to keep his 40 Cal. pistol, which he has had since 1986. He is retiring the end of this month. Jeanne checked with BIA and no problem with it and Joanne checked with Desiree' Livingston. This needs Council authorization. Jeanne Gordon moved to approve request. Seconded by Marvin Defoe. Motion carried.

OTHER
Jeanne Gordon moved to go into Executive Session. Seconded by Laura J. Gordon. Motion carried.

Jim Pete moved to go back to Regular Session. Seconded by Marvin Defoe. Motion carried.

Marvin Defoe moved to approve hiring Anthony Bondivili with Sara Mackiewicz as alternate for the position of Public Health Nurse. Seconded by Jeanne Gordon. Motion carried.

Jeanne Gordon moved to approve hiring Steve Bouley for the position of Paralegal/Land Specialist. Seconded by Bryan Bainbridge. Motion carried.

Jeanne Gordon moved to approve hiring Kyle Cadotte for the position of Law Enforcement Officer. Seconded by Joanne Peterson. Motion carried.
Laura J. Gordon moved to approve hiring Lucas Cadotte with Ray Defoe Jr. as alternate for the position of Deputy Conservation Warden. Seconded by Jim Pete. 1 abstention (Marvin Defoe). Motion carried.

Marvin Defoe moved to approve hiring Joanne Peterson with Rick Peterson as alternate for the position of Property and Procurement Officer. Seconded by Jeanne Gordon. 1 abstention (Joanne Peterson). Motion carried.

Laura J. Gordon moved to approve hiring of Rick Peterson, Chanelle Livingston with Doug Defoe as alternate for the position of (2) Assistant Property and Procurement Officers. Seconded by Marvin Defoe. Motion carried.

Tribal Chairperson Rose stated Jeanne will get a hold of Council members next week for interviewing two persons for the position of Gaming Executive Director.

Jeanne Gordon moved to adjourn. Seconded by Marvin Defoe. Motion carried.

Adjourned: 10:00 p.m.

Respectfully Submitted:

Kathy Hanson
Recording Secretary

ATTEST:

Laura J. Gordon, Secretary
Red Cliff Tribal Council
THE RED CLIFF PROPERTY & PROCUREMENT OFFICE IS ACCEPTING SEALED BIDS FOR A 1994 FORD CLUB WAGON MINIMUM BID OF $200.00

ALL BIDS MUST BE SUBMITTED IN A SEALED ENVELOPE TO:

Joanne Peterson
Property & Procurement Officer
Red Cliff Tribal Council
88385 Pike Road, Hwy 13
Bayfield, WI 54814

BIDS MUST BE SUBMITTED BY 4:00 P.M. ON WEDNESDAY, NOVEMBER 9, 2011 AND WILL BE OPENED ON THURSDAY, NOVEMBER 10, 2011.

BIDS MUST BE MARKED WITH “SEALED BID FOR 1994 FORD CLUB WAGON” ON THE OUTSIDE OF THE SEALED ENVELOPE.

THE RED CLIFF TRIBAL COUNCIL IS SELLING THIS VAN IN AN “AS IS CONDITION WITHOUT ANY LIABILITY OR RESPONSIBILITY TO THE TRIBAL COUNCIL.”

THE TRIBAL COUNCIL RESERVES THE RIGHT TO REJECT ANY AND ALL BIDS AND TAKES NO RESPONSIBILITY AND MAKES NO GUARANTEES FOR THIS VAN.

THE TRIBAL COUNCIL ASSUMES NO RESPONSIBILITY ONCE THE VAN IS SOLD.

IT IS THE BUYER’S RESPONSIBILITY TO REMOVE THE VAN WITHIN ONE (1) WEEK AFTER HAVING THEIR BID ACCEPTED. PAYMENT MUST BE MADE IN FULL PRIOR TO REMOVING THE VAN.

TO VIEW THE VAN OR TO OBTAIN FURTHER INFORMATION, PLEASE CONTACT CARL BUTTERFIELD, AGRICULTURE DEPARTMENT AT 715-779-3782.
Administrative Assistant/Office Manager  
(Job Number 001217341)

Employer: BAYFIELD CHAMBER OF COMMERCE  
42 S BROAD STREET  
P.O. BOX 138  
BAYFIELD, WI 54814  
www.bayfield.org

Work Site County/ies: Bayfield  
On Bus Route? Yes  
Pay: $30,000.00 Per Year Minimum, Negotiable  
Based on experience.

Duration/Hours Per Week: Full-Time, 30 to 40 Hours Per Week  
Shift/Work Days: First  
Monday-Friday. Normally 8am-5pm except during special events.

Number of Openings: 1

Minimum Requirements of Employer:

Education: High School Diploma/GED Equivalent Required  
or one to three months related experience and/or training;  
some post graduate education is preferred; or equivalent  
combination of education and experience.

Professional Licenses/Certifications: No Licenses or Certifications Requested

Vehicle: None

Drivers License: No Drivers License Requested  
Type: No Endorsement Requested  
Endorsements: No Age Requested

Experience/Qualifications: Requirements include excellent written and verbal communication skills, organizational skills, the ability to manage data bases, excellent skills in working with people and committees and supervising visitor center staff. Attention to detail, timelines, and goals also required.

* Language Skills  
Ability to read and interpret documents such as safety rules, operating and maintenance instructions, and procedure manuals. Ability to write routine reports and correspondence. Ability to speak effectively before groups of customers, businesses or employees of organization.

* Computer Skills  
To perform this job successfully, an individual should
have knowledge of Chamber Master software; Access and Publisher software, Internet; Excel Spreadsheet and Microsoft Word.
* Other Skills and Abilities
Project Management skills. Maintains confidentiality.

Duties and Responsibilities of the Job:
The responsibility of the Office Manager is to manage all facilities including office operations, coordination of volunteers, management of membership accounts and inquiries, coordination of visitor center staff including assisting community members or visitors, managing visitor guide directory creation and distribution and member and community communications and events and providing general assistance as needed to the Executive Director.

Supervises 1-3 full or part time/seasonal employees. Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws. Responsibilities include interviewing, hiring, and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems.

Full job description can be seen on website: http://bayfield.org/office-manager/

Benefits:
Other Benefits: FLEX HEALTH
3 WEEKS PERSONAL TIME OFF
PAID HOLIDAYS

Company Profile:
The Bayfield Chamber of Commerce & Visitor Bureau serves approximately 385 members. Our mission statement is as follows: "To promote, support and expand community business activities which are compatible and consistent with the special image, traditions and culture of the community."

How To Apply:
Mail a Résumé
Mail cover letter & resume to:
Bayfield Chamber and Visitor Bureau
PO Box 138
Bayfield, WI 54814

Additional Application Information No telephone calls, please.
JOB DESCRIPTION

POSITION: Medical Assistant

LOCATION: Red Cliff Community Health Center

THIS IS A FULL TIME NON EXEMPT POSITION

SALARY: $10-12 per hour depending upon experience

SUPERVISOR: Physician
Administrator – Health Center

JOB SUMMARY:
The medical assistant supports the role of the physician or other primary care provider in the care and treatment of individuals served by the Outpatient Clinic Program of the Red Cliff Community Health Center. This position is one of several support or ancillary personnel, who perform assigned duties in a collaborative manner.

DUTIES AND RESPONSIBILITIES:
1. Prepare patients to be seen by the primary provider:
   a. Escort patients from the waiting area to the exam room.
   b. Complete and record vital signs and patient characteristics per Clinic policy.
   c. Complete and record brief history, background data and assess situation.
   d. Instructs and prepares patient for physician visit.
   e. Enters information into electronic health record as appropriate.
   f. Informs physician or primary provider of patient’s presence in the exam room and of other pertinent information.
   g. Clean and refurbish exam rooms between patients in accord with prescribed clinic policy.
2. Responsible for assisting Nursing, Physicians and other providers in the provision of direct care to patients in the ambulatory setting.
   a. Provide safe, accurate and clinically competent care to patients as well as through telephone/lobby triage.
   b. Carries out established techniques for administration of medications, vaccines and obtaining specimens.
   c. Assists provider with diagnostic procedures, examination, treatments and dressing changes. This may include surgical assisting.
   d. Safely and proficiently operates clinic and patient care equipment within level of expertise.
   e. Recognizes variations of normal and/or urgent problems and seeks appropriate assistance.
   f. Provides patient education material and information as directed.
   g. Completes assignments within legal limits of the certification of the State.
3. Effectively communicates with staff to provide information that contributes to effective operations.
   a. Observes, listens and is responsible to what others communicate.
   b. Clearly conveys information regarding patient status to Nursing and/or provider.
   c. Uses established channels of communication to express personal or work related needs, suggestions and/or concerns.
4. Coordinate referrals generated to outside providers:
   a. Coordinate with patient and provider to schedule appointment.
   b. Initiate medical record request to referred provider for care coordination.
   c. Initiate prior authorizations to insurance company as needed.
d. Initiate Contract Health Service authorization as needed.

5. Maintain an appropriate inventory of clinic, treatment room, and laboratory supplies, forms, patient handouts, and routine equipment. Order replacement items according to Health Center policy to insure accurate inventory control and proper fiscal accounting.

6. Clean and prepare the treatment room and the nurses’ station on a daily basis or more often, as necessary. Clean and sterilize medical equipment.

7. Participate in quality assurance and other efforts that assure appropriate care and services.

8. Follow procedures established for universal precautions and sterile techniques.

9. Maintain strict confidentiality and safeguard the privacy of patients in common areas of the clinic.

10. Present a professional, caring image for the Health Center and its programs.
    a. Maintain a cooperative relationship with other Health Center staff and employees.
    b. Demonstrate tact, courtesy, and respect in communication and interaction with Health Center patients, visitors, and staff and with outside agencies and programs.
    c. Promote a working environment noted for effective cooperation and collaboration between programs, services, and co-workers.

11. Maintain a clean and safe physical environment. Alert administration and/or Health Center staff to problems and difficulties, as circumstances may warrant.

12. Advance job knowledge and skills through continuing education efforts with the approval of Health Center Administration.

13. Attend staff and other meetings, in-services, and other events as directed by supervisor.

14. Participate in the implementation of grants, contracts, or projects being carried out under the auspices of the Red Cliff Community Health Center and at the direction of the Administrator of the Health Center. These activities are to comply with the directives of Tribal and Health Center Administration and to fulfill the conditions and stipulations of the grant, contract, or project. The specific duties will reflect the individual grant, contract, or project and the concurrent needs and resources of the Health Center. These assignments will vary from time to time due the cyclical nature of these program efforts.

15. Perform other duties as assigned.

SUPERVISORY AUTHORITY: None

QUALIFICATIONS:
1. High school diploma, HSED, or GED.
2. Graduate of accredited Medical Assistant Program.
3. Certification or eligible for certification as a medical assistant.
4. Current CPR certification or must become certified within 90 day of hire.
5. Native American preference will be applied in the event of equally applicants.

KNOWLEDGE:
1. Working knowledge of medical terminology.
2. Personal abilities and maturity to function in a fast paced environment, to interact positively with individuals in distress, and to deal appropriately with potential medical emergencies.
3. Demonstrates good public relations and customer service skills.
4. Proven ability to work as a team member.
5. Basic computer skills.

PERSONAL CONTACTS:
Daily contact with clients, visitors, vendors, Tribal and Health Center Administration, and other Tribal program staff.
WORK ENVIRONMENT:
1. Red Cliff Community Health Center; office and clinic settings.
2. Exposure to hazards of the health care industry.
3. Work setting must be maintained as a clean, nonsmoking, well-ventilated area in compliance with all applicable safety regulations.

PHYSICAL REQUIREMENTS:
The duties assigned to this position involve bending, stooping, lifting, and carrying. Items may be placed on overhead storage. Weights to be carried are usually less than 50 pounds.

TRAVEL REQUIREMENTS:
Must have valid WI driver’s license, vehicle, and at least liability insurance. If no insurance, must get within three weeks. Must also be eligible for the Tribe’s vehicle insurance.

May require overnight travel to attend meetings or training. May be asked to perform visits to patient homes.

POSTED:  REPOSTED SEPTEMBER 14, 2011 REPOSTED October 24, 2011
DEADLINE: NOVEMBER 8, 2011 AT 4:00 PM OR UNTIL FILLED

FOR FURTHER INFORMATION CONTACT:
Red Cliff Human Resources Department
88385 Pike Road, Highway 13
Bayfield, WI 54814
(715) 779-3706 ext. 267 or 268

rwyonik@redcliff-nsn.gov
Susie.bear@redcliff-nsn.gov

The Red Cliff Community Health Center is a Drug-Free Workplace in accord with the Drug-Free Workplace Act of 1988, P.L. 100-690, and has a Drug-Free Workplace Policy in effect.

All applicants for employment with the Red Cliff Tribe will be subject to the background investigation and other requirements of RCCL Chapter 43, and are under a continuing obligation to supplement this application for employment with information concerning any convictions that occur after commencement of employment with the Tribe.
# November 2011

## Gashkadino-Giizis

<table>
<thead>
<tr>
<th>Mon</th>
<th>Tue</th>
<th>Wed</th>
<th>Thu</th>
<th>Fri</th>
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</thead>
<tbody>
<tr>
<td>1B Hb oats, apples, yogurt</td>
<td>2B kix, peaches, toast, PB</td>
<td>3B bran flakes, oranges, muffin</td>
<td>7B Malt meal, juice, bagel</td>
<td>10B Cheerios, banana, toast, jelly,</td>
</tr>
<tr>
<td>L Beef Stew, biscuit, salad, cc, mango</td>
<td>L chicken enchilada, peas, pears</td>
<td>L salmon patty, fry, gr beans, salad, trop fruit</td>
<td>L BBQ's, fry, pears, veg/dip</td>
<td>L tom soup, gr cheez, fruit cocktail, veg/dip</td>
</tr>
<tr>
<td>S pudding, waffles</td>
<td>S crackers, chz</td>
<td>S trail mix/juice</td>
<td>S bagel, cream chz</td>
<td>S chz sand/juice</td>
</tr>
<tr>
<td>8B cornflakes, fruit cocktail, toast pjb</td>
<td>9B rice chex, apple-sauce, eng muffin</td>
<td>15B corn chex, toast, peaches</td>
<td>16B rice crispeies, m berries, bagel, jelly</td>
<td>17B kix, banana br., pears, cc</td>
</tr>
<tr>
<td>L chix w rice soup, ham sand, m oranges</td>
<td>L ham, pineapple, potato, salad, bun, carrots</td>
<td>L thanksgiving meal</td>
<td>L ham bean soup, pjb, mango, cc, carrot</td>
<td>L spinach HD, fruit salad, corn</td>
</tr>
<tr>
<td>S carrots/ranch</td>
<td>S tortilla, salsa</td>
<td>S sugar cookie, milk</td>
<td>S pizza dunkers, juice</td>
<td>S pudding sundae</td>
</tr>
<tr>
<td>21B egg wrap, trk bacon, peaches</td>
<td>Closed teacher trainings</td>
<td>22</td>
<td>23 thanksgiving break</td>
<td>24 thanksgiving break</td>
</tr>
<tr>
<td>L ham hd, pineapple, salad, gr beans</td>
<td>S monkey shake, crakr</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>S muffin, trop fruit, blueberries, banana</td>
<td>29B kix, muffin, trop fruit,</td>
<td>30B bran flakes, banana, bagel, pjb</td>
<td>28B French toast</td>
<td>S yogurt/strawberry</td>
</tr>
<tr>
<td>L pizza brg, fries, mango, veg/dip</td>
<td>L pea soup, ham sand, berry, veg/dip</td>
<td>L chix parm, corn, peach, salad</td>
<td>S trky/chz/pears</td>
<td></td>
</tr>
<tr>
<td>S jelly/pretzel</td>
<td>S yogurt/strawberry</td>
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</tbody>
</table>
ECC SUBS NEEDED!!

The ECC is looking for subs!!
Please stop at the ECC and see Ashley Peterson for subbing information.

PARENTS:
Subbing during the day is a great way to get involved in your child's education and ECC activities. This opens the door to many learning and working experiences. To be a sub, you must complete a “sub packet” (background information, TB Test, Drug test, Shaken baby training, SIDS training). Please stop by the ECC anytime and ask for a “sub packet”!