2012 ECC Sugar Bush

Sugar bush is fast approaching this year! The ECC will host a parent family day on Friday, March 9th, 2012 at the Marvin DeFoe and Crystal Hurley residence. We will meet families at 10am at their house and then proceed down point detour road to tap trees!! From here we will create a collecting schedule to check trees and collect sap. We will be boiling sap at the ECC this year! We have purchased an evaporator that will boil sap right to syrup!! We will be looking for as many parent volunteers as possible this year as we attempt to branch out onto our own a little bit! We are very excited to have the boiling at the ECC this year in hopes that more families will be able to join us. If you are interested in helping or knowing more, please call Nicole (ext 253) or Auna (ext 257) at 779-5030.

Happy Sugar Bush!!

Parenting Education Sessions @ ECC

Positive Discipline with Love and Limits

This four session program uses research-based content to address common challenges faced by parents of children of any age. Improving communication, building relationships, consistency, parenting styles, and an emphasis on parents as teachers and role models are all discussed using videos, role plays, and other examples.

Classes are held at the ECC on Wednesday, March 7, 21 & 28. Dinner held from 4:30-5:00 and sessions from 5-6:30pm. To sign-up for the sessions or for more information please contact Patt (ext 256) or Nicole (ext 253) at 779-5030. Dinner and child care will be provided so it is important that you sign-up in advance. This event is co-Sponsored by LAUNCH, ECC & UW Extension.
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<td><strong>Sugar Bush Update</strong></td>
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<td>HS Sugar Bush Field Trips will occur weather and sap permitting!</td>
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<td>GED 2-5pm</td>
<td>MMC Presents: Just For Women 5:30—7:30 pm @ GLVC</td>
<td>Parenting Class 4:30-6:30</td>
<td>Sewing Class 4-7</td>
<td>Sugar Bush Family Day 10am</td>
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<td><strong>ECC Parent Teacher Conferences Week</strong></td>
<td><strong>Policy Council Mtg. @ noon</strong></td>
<td><strong>Parenting Class 4:30-6:30</strong></td>
<td><strong>Breastfeeding Support Group</strong></td>
<td><strong>Language Table 4-6pm</strong></td>
<td><strong>K-3 Swimming</strong></td>
<td><strong>Home Base Staff Out 20-22nd</strong></td>
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<td>GED CLASS @ 10am</td>
<td>Parenting Class 4:30-6:30</td>
<td><strong>Language Table 4-6pm</strong></td>
<td>NEWSLETTER ARTICLES DUE</td>
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<td><strong>Home Base Staff Out 20-22nd</strong></td>
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<td><strong>Laughter As Good Medicine 5-7:30 @ LW</strong></td>
<td><strong>GED 2-5pm</strong></td>
<td><strong>Parenting Class 4:30-6:30</strong></td>
<td><strong>Breastfeeding Support Group</strong></td>
<td><strong>Language Table 4-6pm</strong></td>
<td><strong>Sobriety Gathering April 6-8 @ LW</strong></td>
<td><strong>ECC Spring Break Classes resume TUESDAY April 10th</strong></td>
</tr>
</tbody>
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Agongos News
Home Base

Happy St. Patrick's Day

Amber  Cindy  Gena

Happy Birthday
1 Elizabeth
March 23, 2012

Parenting Classes
March 7th, 21st and the 28th, 2012
At ECC
4:30-6:30

Home Base
Swimming
Saturday March 10th
10:00 to 12:00
Contact Maureen If Interested
715-779-5030 ext 258

Sugar Bush
Weather Depending
on March 23rd
watch for flyers

Happy golden
Birthday
Sequoia on
March 2nd 2012
Waabooz Room

Wow...can you believe that it is MARCH!! Time sure flies by in this room. We have been pretty busy!! Winter will be soon coming to an end, but please remember to dress your child appropriately for the weather. We do like to go outside on a daily basis. It is the time of year for Sugar Bush, so please be on the lookout for flyers! We appreciate any help from our parents!

REMINDER: If your child is going to be late or absent, please call and talk to one of the teacher’s. We really appreciate it.

Important Information:

Parent Teacher Conferences will be held the week of March 5th thru March 9th.

Last Day of School is March 29th and will resume April 10th for Spring Break and Easter.

Maylean— is building towers of three
Oliver—is using one-two word sentences
Charlotte— is rolling all over the room
Zaiden— is clapping hands to music
Jose— is imitating actions of others
Shaun— is feeding himself
Connor— is cruising around the furniture
Robert III— is sitting up by himself

Mino-Dibishka

Shaun on 3-24
Maylean 12-22
Oliver 10-17
Boozhoo from the Amik Room

We are growing quick right now and talking up a storm. We are playing outside when we can but have had to play indoors a lot because of the cold weather. We are doing a lot more art work sense we are working with our senses and will continuing to work on this for the next month so please send the your children in clothes you don’t mind if they get paint on.

Amiks are really loving pow wow and are dancing and singing. If you would like a copy of our Pow wow songs we regularly sing just let me know and I will get them as soon as I could.

You are doing great at getting your children here when they are not sick we really love to see them daily. We are all continuing to feel better after we all had a touch of that flu.

Katy is still out with her new addition to her family so we have had Jeanie and Nancy in our classroom helping Miigwetch to all who have helped out in our room.

One last time Miigwech families for all the great work.

MIIGWECH!!!!
Aura no more monkey’s jumping on the bed

Isabella

Jack and Jill went up the hill.

Making up stories!

Isaiah

I’m a little teapot!

Sebastian

Erik calling the doctor.

Jack be nimble!

Makwag working on nursery rhymes

Stella enjoying the three bears.

Our class is growing so much, it is bitter sweet, knowing that it won’t be long they will be leaving us to bigger places, Teresa and Karen

Vic Jack and Jill
ESIBAN NEWS

We are going to be doing a shape theme for the month. We will be learning about circles, squares, triangles, and many more.

Help welcome our new friend Ayden to our classroom.

Here is what we did for our under the sea month:

- Making heart fish, octopus, crabs and turtles
- Painting jellyfish
- Pretending to have a turtle shell
- Putting a fish puzzle together

Amber, Shenna

Ojibwe words we are working on:

- More-nawaj
- Please-Dage
- Outside-agwailing
- Help-wiidookaazo
- Everyone stand up-bazigwiin
- Gentle/nice-onizhishin
Boozhoo,

This month the class will be learning about their body and how the body works. The class will be identifying body parts and learning the Ojibwe words to those parts. These body parts will include:

Nishtigwaan—head
Indoon—mouth
Injaanzh—nose
Nishkiinzhiig—eye
Nitawag—ear

These are a few of the body parts and words the Migizi class will learn.

This month will also include the children learning about emotions and how to control and express them.

The class will begin to work on phonics, sounding out the letter and will identify that letter.

The class will continue to work on their numbers, and measuring for their cooking skills.

Ms. Diann, Ms. Tracy, and Ms. Patsy
Ma'iiingan News

What's New....

February was another busy month in the Ma’iiingan room. We focused on Valentine’s Day as well as Community Helpers and Transportation. The kids were excited to have Mr. Hans, a local builder, come in and show them the different tools he uses at work. The children were even able to practice putting screws in a wood board using a cordless drill. They were excited to experience something new! (We may see some future builders in our classroom!) We also had Mr. Lawrence from the Egg Toss come to our classroom and do some baking with the children. They each got to make their own sugar cookie and paint it as well with edible paint. Mr. Lawrence also demonstrated how he makes cinnamon rolls and were able to taste them during snack time....YUM! The children enjoyed these hands on experiences and the opportunity to meet people from their community.

Friendly Reminder:

We want to remind everyone that toys/stuffed animals from home are not allowed in the classroom. This policy is in place to avoid items being damaged or stolen as well as from becoming a distraction in the classroom. We thank you in advance for your cooperation.

We look forward to another fun month in the Ma’iiingan Room.

Please feel free to contact Linda, Alicia and Beth at ext 245.

What’s Happening....

This month we will be focusing on our upcoming field trips to Sugarbush. We will be sending home more information on that.

We also want to focus on talking about safety with the children. It is important to remember to walk with your child to and from the bus each day. We also want to remind parents to be mindful of watching for the bus 5-10 before and after scheduled pick up and drop off times. We all appreciate your cooperation in you child’s safety.

Have a great month everyone!!!!

Newsletter

March 2012

March Events:
No Birthdays

Look for information coming on Sugarbush!
It's almost that time of year again!

Ojibwemowin for March:
It's snowing
Zoogipon
There’s blowing snow
biwan
It’s cold
gisinaa
Miigwech!!
Boozhoo Mashkodebizhiki Class families,

For the first two weeks in March we will be exploring dinosaurs. We will look at all the different kinds of dinosaurs, what they ate, what their habitats were like and what happened to them. The last two weeks we will be talking about the sun, moon and stars (giizis, dibik-giizis and anang).

It’s hard to believe we are over half way through our school year. Your children are a wonderful gift from the creator and we are very thankful to be a part of their lives. Miigwetch for sharing them with us.

Ms. Jenn, Ms. Virginia and Ms. J.

Minodibishkaagezhiegud to our March Birthdays: Kya and Aiyana.

Ojibwemowin: gidayaa ina omaa? “Are you here?”

Omaa indayaa “I am here”
From the Desk of Mr. Reggie
715-779-5030 ext 233 reggie.cadotte@gmail.com

Department of Indian Education (DOIE) Grant Coordinator
Administration for Native Americans (ANA) Grant Coordinator

NEWS FROM DOIE

SUGARBUSH!!

March is here and hopefully will bring a great Sugarbush Season!

We are coordinating our efforts with Marvin DeFoe's family to provide a Sugarbush experience for the children.

This year we are planning on having field trips for the Head Start classes and their families to help with tapping and collecting sap!

We are also planning a few Family Days so that the Early Head Start and Home Base families can come and enjoy this beautiful cultural experience!

We are also working on creating an informational demonstration in the outdoor play area for the children to practice what they learned on field trips and family days at the Sugarbush!

We are hoping for a good season and a good start to the new year!

Sugarbush to many people means the start of Spring and the great thaw! (although we didn't get much snow to begin with! Ayy!)

This time of year is so full of changes in the weather! Mornings are cold and icy, followed by warm and wet days, and a return to the cold and icy nights! These conditions are perfect for harvesting maple sap from the trees.

The Ojibwe word for a maple tree is: IN—-IN—AH—TIG! Ininaatig!

It takes a lot of sap to make a little bit of syrup but it is a very rewarding experience!

A few years back, I tapped six trees and boiled the sap down to a QUART of PURE MAPLE SYRUP!

One of the six trees I tapped was hollow, but we still made a whole quart of syrup!

You can do it!

NEWS FROM ANA

Boozhoo!

This is the time of season where we watch the melting and freezing of snow and ice while waiting for the coming season!

We are currently focusing on sugarbush rules, sugarbush words, and sugarbushing!

Hopefully you have heard the story of how the sugarbush came to be so much hard work!

If you haven’t heard the story yet, there’s not much time left to tell those sacred stories! Come to the sugarbush and ask questions!

iskiganizigan is the Ojibwe word for Sugarbush!

The language tables are now being held on Thursdays from 4:00 to 6:00 p.m. in the Migizi classroom.

We moved to the Migizi classroom to accommodate more people and give the children more room to play in the Mikinaak room.

The Ojibwe language tables are being held in a POT LUCK style.

At the language table we introduce new words, discuss what the word really means, and try to use the word many times so we can remember it!

We are also working on developing a list of resources to use on our website to assist with learning and pronouncing the Ojibwe language!

There are many jobs in the local states that are looking for Ojibwe language speakers and teachers!

If you want to help us to continue developing our own Red Cliff Ojibwe language speakers, please come down to the pot luck style Ojibwe language tables held every THURSDAY FROM 4:00 TO 6:00 IN THE MIGIZI ROOM!

Giga waa ba min!

Please visit www.ojibwemowin.com for an online Ojibwe dictionary!
Ojibwe Language Resources

Red Cliff ECC Ojibwe Language Table
With Instructors
Leonard and Mary Moose
Thursdays from 4:00 – 6:00
Bring a dish to pass!

Ojibwe Language Websites

www.ojibwemowin.com
search in Ojibwe or English
with pronunciations by fluent Ojibwe speakers

www.freelang.net
download a program and word list
for translations with the internet on or off

www.bemidjistate.edu/airc/shared_vision/
Wordlists, community posters, and more from
Bemidji State University's
American Indian Resource Center

www.uwec.edu/Flang/academics/ojibwe/
University of Wisconsin Eau Claire is streaming
LIVE Ojibwe language classes and
Archived Ojibwe language classes 1, 2, 3, and 4!
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<td>Refrigerator</td>
<td>dakisiijgan</td>
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<td>Freezer</td>
<td>mashkawakisijgan</td>
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<td>Wash Basin</td>
<td>giziibiiginiwewinaagan</td>
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<td>Coffee Pot</td>
<td>makade mashkikiwaaboo akik</td>
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<td>Fork</td>
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<td>Knife</td>
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<td>Axe</td>
<td>waagaakwad</td>
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<tr>
<td>50</td>
<td>Saw</td>
<td>giishkiboojigan</td>
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Ojibwemotaadidaa!
(Let’s all speak the language together!)

EVERY Wednesday
4-6pm
@ ECC
Migizii Room
Family Friendly!
Welcome to Kindergarten!

2012

The transition to kindergarten is an important milestone in your child’s life. As part of your child’s transition to kindergarten, the ECC and the Bayfield School are co-hosting a Kindergarten Exploration and Enrollment Day at the Bayfield School, Monday, April 23 from 9:00 to 3:30. Exploration and Enrollment Day is a new event and replaces the screening days formerly held at the school. During this event, you will have an opportunity to enroll your child in kindergarten, receive assistance filling out paperwork, and most importantly, meet the kindergarten teachers and introduce your child. Structured play opportunities will be planned for children in the classrooms, allowing parents time to meet with school staff.

You should know:

- All children who are five years old on September 1, 2012 are eligible for kindergarten

- Contact Lori Heckman at the Bayfield School, 715-779-3201 x 134, to schedule an appointment

- ECC staff will be on hand to make introductions and help with children and paperwork

- Snacks will be provided

- Each child will receive a welcome to kindergarten packet

- Please bring a copy of your child’s birth certificate, immunization record, and tribal enrollment

If you have any questions about this event please feel free to call the ECC and speak with your child’s teachers. To contact Lori Heckman at the Bayfield School, call 715-779-3201 x 134.

2-22-12
**Parenting Education Resources**

**UW-Extension Parenting Website** [http://parenting.uwex.edu](http://parenting.uwex.edu) includes a wide array of resources for parents of kids in all age groups. Listen to audio podcasts, “Ask an Expert”, find information for grandparents and more.

**Newsletters** UW-Extension offers a variety of newsletters for parents and childcare providers. These can be accessed online or distributed by mail through subscription. Each newsletter contains research based information in a brief, easy-to-read format.

- **Preparing to Parent** – 4 newsletters to help parents prepare for healthy birth, one issue for each trimester and one for time of birth

- **Parenting the First Year** – 12 newsletters timed to coincide with each month of a child’s first year. Includes infant development, nutrition, health, safety, child care.

- **Parenting the Second & Third Years** – For parents of toddlers. Covers child development, guidance, language, play, nutrition, health, safety, and child care.

- **Parenting the Preschooler** – Monthly newsletters designed for parents and childcare professionals. Designed to enhance relationships, increase confidence and reduce stress. Topics include discipline, nutrition, safety, personalities, and play.

- **Parenting Future Readers** – Twelve age-paced fliers for parents of infants and toddlers. Covers activities and advice to help parents promote language and literacy development. Can be used as insert to other newsletters or as a stand-alone piece

- **Parenting Your Unique Child** – Twelve age paced fliers for parents of children up to age three. Designed to help parents understand their child’s temperament and handle challenging behaviors

- **Common Ties** – This newsletter is designed for families in “co-parenting” situations, when parents are divorced or single but share parenting responsibilities. The newsletter offers resources to help parents communicate with each other effectively while keeping kids out of the middle.

**To learn more...** contact the UW-Extension Bayfield County Family Living Program at 715-373-6104. If you have ideas or needs for related programs not listed here, let us know.
What Can I Do If I Can't Pay My Bills?

If unemployment, illness or another financial emergency prevents you from paying all your bills, you may feel like panicking, but the best thing to do is stay calm and make a plan. Even if you can't fix the problem right away, you can prevent it from getting bigger with careful budgeting, prioritizing, and negotiating.

Where should I start?

Take action right away! At the first sign that you won't be able to make one or more payments, do the following:

1. Work out your new income and expenses. Use a monthly spending plan worksheet to compare your current income to current expenses. This will give you a picture of your spending and possibly give you ideas on places to cut back.

2. Prioritize. Figure out what bills are most critical. For example, credit card collection agencies can be rude and persistent if you miss a payment, but missing a mortgage payment could mean losing your house! See Deciding Which Bills to Pay for guidance. After setting aside enough money for your top priorities, divide the rest of your income among the other creditors and bills.

3. Contact creditors before you miss a payment and before they contact you. You can reduce your chances of being harassed by creditors or collection agencies by working out solutions early. When you contact creditors, you'll need to work with someone—a supervisor, accounts manager, or "loss mitigation" specialist—who can negotiate with you. This can take time. When you call, you may get busy signals or spend time on hold since many others in similar situations may be calling too. If the creditor is local, make an appointment to meet in person.

4. Make specific and realistic offers to creditors. creditors don't have to accept a lower payment from you, but it never hurts to ask and explain your situation. Agreements may include lower payments over a longer period (with more interest added) or payment on interest alone for a set time period. Don't make promises you can't keep.

5. Follow up with a letter detailing the arrangements you agreed to. In the letter, write down the terms of your agreement including the amount and due date, the name of the person you talked to, and the date. Keep a copy of the letter for your records. Get agreements in writing and signed by the creditor before you send in payments.

6. Contact a credit counseling agency if you need help working with creditors. Be aware that these agencies charge a fee to help and a debt repayment program may affect your credit rating.

7. Consider legal advice. You have rights under the Consumer Protection Act. If a creditor has filed a judgment against you to garnish your wages or repossess collateral, you may want to speak with an attorney before the court date.

8. Don't take new debt. You may be tempted to use credit cards or take out a loan to pay bills. Unless your situation turns around quickly, more debt only creates bigger problems.

What about your credit rating? Nonpayment of bills is reported on your credit record, which can damage your ability to get credit or increase the cost of credit. A prospective employer may ask to see your credit record. If you contact all creditors immediately and pay something on each debt as agreed, creditors are less likely to report problems to credit bureaus.
Deciding which bills to pay first

When you're between jobs, the paychecks may stop coming, but the bills don't. You're legally obligated to pay all debt, but when you don't have enough to cover your monthly expenses and pay your creditors the minimum amount due, you face tough decisions. There's no magic list of the order in which debts should be paid since everyone's situation is different. Here are some general guidelines for prioritizing:

1. **First, pay housing-related bills.** Keep up rent or mortgage payments if at all possible. Failure to pay these debts can lead to loss of your home.

2. **Pay basic living expenses next.** This includes groceries and medical insurance if you can afford the premiums.

3. **Pay the minimum required to keep essential utility service.** Full and immediate payment of the entire amount of the bill may not be required, but you should make the minimum payment necessary to avoid disconnection.

4. **Pay car loans or leases next if you need to keep your car.** If a car is needed to get to work, you will usually make the car payment the next priority after housing, food, and utilities. Your creditor can repossess your car without going through the courts first. If you keep the car, stay current on insurance payments as well to avoid additional fees, legal problems, or an overwhelming expense from an accident.

5. **Make tax debts a high priority.** You must pay any income taxes owed that are not automatically deducted from your wages and any property taxes if they are not included in your monthly mortgage payment. You must file your federal income tax return, even if you can't afford to pay any balance due. The government has many collection rights that other creditors do not have. Also pay child care; these debts are court-required and will not go away. Nonpayment can result in very serious problems, including prison for nonpayment.

6. **Make student loans a medium priority.** In general, pay them ahead of low priority debts but after top priority debts. Since most student loans are backed by the government, they are subject to special collection remedies, such as wage garnishments, seizure of tax refunds, and denial of new student loans and grants.

7. **Make loans without collateral a lower priority.** These include credit card debts, doctor or hospital bills, other debts to professionals and similar obligations. Since you have not pledged collateral, for these, there is rarely anything these creditors can do to hurt you in the short term.

8. **Make loans with only household goods as collateral a lower priority.** Creditors rarely seize the goods due to their low market value and the difficulty in retrieval without involving the courts. If the creditors do start actions to repossess household items, you will be notified by letter.

9. **Treat cosigned debts like any others.** For example, if you put up your home or the car as collateral, that is a high-priority debt for you if other cosigners are not keeping the debt current. If you have put up no collateral, make the debts a low priority. If others have cosigned for you, you should let them know about your financial problems so that they can decide what to do about the debt.
10. Don't pay when you have a good legal reason to not pay. Examples include defective merchandise or a creditor is asking for money that it is not entitled to. If you believe you have a legal defense, contact a lawyer.

11. Don't move up a debt's priority based on threats to ruin your credit report. In most cases, the creditor has already reported the delinquency to a credit bureau.

12. Don't move up a debt's priority because of debt collection efforts or threat of a lawsuit. Be polite to a collector, but make your own choices about which debts to pay based on what's best for you. Many threats are not carried out, and the procedure itself is long and complicated for the creditors. On the other hand, nonpayment of rent, mortgage, and car debts may result in immediate loss of your home or car.

13. Do move up court judgments in priority if the creditor has already sued. After a court judgment, that debt should move up in priority because the creditor can enforce that judgment by asking the court to seize your property, wages, and bank accounts.

14. Be cautious about consolidating debts or refinancing your home. Depending on your situation, this may or may not be the right option for you. It can be expensive and give creditors more opportunities to seize your important assets. A short-term fix can lead to long-term problems.

Government Debt

Income Taxes: If you cannot pay the total amount due, contact the Wisconsin Department of Revenue and the IRS right away. Ask for information on repayment plans and find out whether your reduced income makes you eligible for tax credits. Contact the Wisconsin DOR at (608) 266-7879 or www.dor.state.wi.us. There's a $20 fee to make an installment agreement. Contact the IRS at (800) 829-1040 and ask to be transferred to "advanced accounts."

Property Taxes: Contact your county treasurer and explain your situation right away if you're not able to pay property taxes.

Child Support Orders: If your income has dropped sharply, contact your family court to find out about lowering your support order as soon as possible. This cannot be done retroactively.

Student Loans: If you are having trouble making your federal student loan payments, contact your loan servicer immediately. You may be able to have payments deferred — or postponed — during periods of unemployment or financial hardship. But you cannot qualify for a deferment once your student loan is in default.
What can happen if you don’t pay bills?

If you have emergency expenses or a sudden drop in income, you may be tempted to ignore bills or credit charges. Don’t ignore the issue! Here is what may happen if you put off paying bills:

Mortgage
- **Default** - If you miss a mortgage payment, you will receive notice from your lender that foreclosure will begin if you do not pay by a certain date.
- **Late fees** will be added to the amount you owe.
- **Cosigner will be asked to pay** - If a relative or friend cosigned the mortgage, the lender will expect them to make the payments if you do not. Your missed payments could create serious problems for your cosigner as well.
- **Foreclosure** - If you continue to miss payments, the lender will ask the courts to auction your home so the lender can regain the money owed. If this happens, you could lose your home, all of your money invested in it, and still owe more money to your lender. You may want to consider selling your house before court action begins.

Utilities
- Utility service may be shut off. Services such as electric, gas, or your cell phone may be turned off if you don’t pay bills. Also, you might not qualify for energy assistance if you owe money to the utility company.
- A large reconnect charge may be difficult to pay later.
- Interest and fees may be charged on overdue amounts.

Other Creditors
- If you miss a payment, you will receive a letter reminding you that you missed a payment and asking you to pay promptly. After that, you may receive a more direct letter or get a phone call demanding payment.
- Bills will probably be turned over to an independent collection agency. At that point, you will no longer be able to negotiate with the person or company you owe money to. Collection agencies can be aggressive, but you do have certain rights. Collection agencies can’t use abusive language or threaten you with violence. They can’t call you at unusual hours or threaten criminal prosecution. And they can’t discuss your financial situation with others.
- Creditors can take several kinds of legal action against you. These actions are often written into the sales contract you signed. If you fail to make payments, you will receive letters from a creditor’s attorney warning you of the action the creditor plans to take. These actions may include:
  - **Acceleration** - the entire debt is payable at once if you miss a payment. The courts can force you to pay by seizing your property and selling it.
  - **Repossession** - the creditor can seize the item you bought or the property you used as collateral. If the sale of the property brings less than the amount you owe, you still must pay the difference.
  - **Wage garnishment** - a court order or judgment that requires your employer to withhold part of your wages and pay your creditor. The creditor can also garnish your checking or savings account if you have more than $1000 in your account.

Government Debts
- Debts like property taxes or child support are handled differently than a loan or credit card payment. See Government Debt under Deciding Which Bills to Pay First.

Instead of avoiding the issue, open your bills and make contact with your creditors to keep the situation from getting worse.
Use the template below as a guide when writing to or talking on the phone with creditors. If you’re using it to write a letter, replace the blanks with your own information.

(Creditor/Company name)
(Company Address)
(City, State, Zip)

Attention: Account Representative
Date: __________________
Name(s) on account: __________________
Account number: __________________
Date loan/account opened: __________________
Total amount due: __________________
Monthly payment amount: __________________

This letter is to let you know that I’m currently having some financial difficulties. I’m not able to pay the complete monthly payment on my account because

____________________________________________________
(List your personal reason here – job loss, illness, etc.)

Looking at my financial situation, I have set up a budget for my basic living expenses and have come up with a debt repayment plan based on my reduced income. I’m contacting all of my creditors to explain my situation and to ask for a reduced payment until my situation improves.

I would like to offer a reduced payment of $__________ per month. This is the most that I can pay regularly at this time. You can expect this amount as soon as possible until the debt is totally repaid.

I hope you find this repayment amount acceptable. I look forward to your letter of acknowledgement. Thank you.

Sincerely,

(Sign your name)
(Your address)
(City, State, Zip)
List your creditors.

To stay organized when working with your debts, it can help to keep a list of what you owe to whom. List as much information as you can about each of your creditors.

<table>
<thead>
<tr>
<th>Name of Creditor</th>
<th>Interest Rate %</th>
<th>Annual Fee or Additional Charges</th>
<th>Date Of Last Payment</th>
<th>Current Balance</th>
<th>Monthly Payment</th>
</tr>
</thead>
<tbody>
<tr>
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</tbody>
</table>

Total: 

Consider Credit Counseling

Credit counseling is an option for some, but be careful...

Caution!
Be careful when seeking help. Unscrupulous providers may charge upfront fees. They may make the situation worse.

For a list of reputable organizations contact:

National Foundation for Consumer Credit (NFCC)
Nonprofit certified organizations
(800) 388-2227
www.debtadvice.org
REASONABLE LIMITS
FOR
FAMILY LIVING EXPENSES

To help you plan your spending, compare your family living expenses and take-home pay with the reasonable limits below. They are based on several family expenditure studies.

To determine the percent of take-home pay each of your expenses represents, divide each dollar amount by your total take-home pay; then multiply by 100.

<table>
<thead>
<tr>
<th>Expenses</th>
<th>Reasonable Limits</th>
<th>Your Family</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>$ Amount Spent</td>
</tr>
<tr>
<td>Housing</td>
<td>25 - 40%</td>
<td></td>
</tr>
<tr>
<td>Food</td>
<td>18 - 22%</td>
<td></td>
</tr>
<tr>
<td>Transportation</td>
<td>10 - 15%</td>
<td></td>
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<tr>
<td>Medical/Dental</td>
<td>3 - 15%</td>
<td></td>
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<tr>
<td>Other Credit Not secured loans</td>
<td>0 - 29%</td>
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</tr>
<tr>
<td>Clothing/Personal</td>
<td>4 - 10%</td>
<td></td>
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<tr>
<td>Education &amp; Recreation</td>
<td>0 - 10%</td>
<td></td>
</tr>
<tr>
<td>Contributions &amp; Gifts</td>
<td>0 - 10%</td>
<td></td>
</tr>
<tr>
<td>Other: Life Insurance Child Care Misc. Emergency</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Savings</td>
<td>0 - 10%</td>
<td></td>
</tr>
<tr>
<td>TOTAL</td>
<td>100%</td>
<td></td>
</tr>
</tbody>
</table>
## $\$$ Spent on Food

### Ideas for Getting More Money for Food

<table>
<thead>
<tr>
<th>Idea</th>
<th>I already do this</th>
<th>I am going to start doing this</th>
<th>I am not interested in trying this</th>
</tr>
</thead>
<tbody>
<tr>
<td>Know how much I can spend each week on food. Stick to my budget.</td>
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<tr>
<td>Put more available money into my food budget, so I have enough healthy food for my family.</td>
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<tr>
<td>Share and eat meals at friend's or family's home 1 or more times a week</td>
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<tr>
<td>Check into enrolling in FoodShare (Food Stamp Program)</td>
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<tr>
<td>Enroll my children in the school lunch program</td>
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<tr>
<td>Sign up for WIC to get food for my baby or preschooler</td>
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<tr>
<td>Look for a local food pantry or free meal program</td>
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<tr>
<td>Take a lunch and snacks when going away from home</td>
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<tr>
<td>Cook and prepare meals at home</td>
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<tr>
<td>Breastfeed if I have an infant.</td>
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<td></td>
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<tr>
<td>Join and participate in SHARE or other food buying clubs</td>
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<tr>
<td>Grow vegetables in a garden or buy from a farmers’ market</td>
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<tr>
<td>If I am a senior adult participate in Senior Meals Program at my local Senior Dining Site</td>
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</tbody>
</table>
Red Cliff's 1st
Sobriety Round-Up

Admission:
General: $20.00 per person
Banquet (additional): $15.00 per person

April 6-8, 2012
Legendary Waters Resort & Casino
Red Cliff, WI

Contact Information:
Red Cliff Round-Up c/o Danny Blake
P.O. Box 451 Bayfield, WI 54814
Email: redcliffroundup@yahoo.com
Peter Newago (715) 779-3855, Dan Blake (715) 209-4469

40 discounted rooms are available at Legendary Waters Resort & Casino for $39.00 per night.
(800) 226-8478 or (715) 779-3712

Make sure to mention “Red Cliff Round-Up” when booking your room to receive these discounted rates.

REGISTRATION FORM

One form per person. Please print clearly.

Name:

Tribal Affiliation:

Mailing Address:

Phone ( )

Email address:

Registration Fees:

General (20.00)
General + Banquet (35.00)
Banquet only, per person (15.00)

TOTAL:

Payment options (check one):

___ Check/Money Order (enclosed) made payable to Red Cliff Sobriety Round-Up
___ Pay Cash/Check on arrival

Send registration & payment to: Red Cliff Round-Up c/o Danny Blake P.O. Box 451 Bayfield, WI 54814

AGENDA
Friday, April 6, 2012
3PM-7PM: Registration - Meet & Greet
7:30PM: AA Speaker
Pam A., Mahnomen, MN
9:30PM: DJ/Karaoke

Saturday, April 7, 2012
8:30AM: AODA Workshop
10:30AM: Alano Speaker
Mary F., Mahnomen, MN
1PM: Ojibwe Storytelling
James Pete, Red Cliff, WI
3PM: Closed AA Meetings
5:30PM: Banquet
7PM: AA Speakers:
   Kevin M., Minneapolis, MN
   Neil K. Hudson, TX
9:30PM: Dance, live music

Sunday, April 8, 2012
9AM: AA Speaker
Mike M. Maple Plain, MN

ADDITIONAL LODGING:
Winfield Inn and Gardens
(3 miles from LWRC)
225 E Lynde Ave Bayfield, WI (715) 779-3252
Rooms available @ 65.00 per night.

The Bayfield Inn
(3 miles from LWRC)
20 Rittenhouse Avenue Bayfield, WI
(715) 779-3393
Rooms available @ 80.00 per night.
Hello Region 4,

It has been some time since I wrote about our Region. I was waiting until we launched our new and improved website. Our site, www.njoma.com gives way for easy navigation. We are also looking at current information useful to our JOM programs throughout Indian country.

We had another successful National Conference in Tulsa, Oklahoma, October 17-19, 2011. Along with our lower 48 states we had our Region 8 Representative who brought a group of students from Barrow, Alaska. Linda Akootchook, along with the students gave an insight into their programs and great dance presentations at our business & social gatherings. Included of course was our workshops that had information at all levels from program development to enhancement of existing systems. We as a Board also made available for one-on-ones with programs that afforded us as facilitators the ability to assist with as well as understand the interaction that is constant with all programs on the reservation, rural and urban areas.

I would like to acknowledge the Red Cliff Band of Lake Superior Chippewa’s for their award winning program and their representatives, Carmen VanderVenter and Nicole Boyd. I would also like to congratulate Nicole who just graduated with a Bachelors of Science in Human Services, with emphasis in Psychology, Communicating Arts, Human Health & Performance, and First Nation Studies. In addition, Nicole did a JOM research project as part of her FNS independent study. Yeah, Nicole!

Our annual conference for 2012 will be in Albuquerque, NM. The planning committee is during a great job in getting the preliminaries together and lining up some great speakers, workshops and local field trips for all, in and around ABQ. Let me know if I can be of any assistance with your program or offer information on our conference.

Lastly, if you do not see your program name on our website please send in your information and we will include it under Programs & Schools. We would also like to add you to our mailing list which can be done on our site as well.

As always, please contact me for questions, comments or suggestions to make our association better.

At your service,
James Monchamp
Region 4 Representative
333 Washington Avenue North Suite 300
Mpls., MN. 55401
612-373-9477 (o)
612-349-2760 (f)
NJOMA Regional News – Region 4

2/7/2012
NORTHLAND COLLEGE
Indigenous Cultures Awareness Month
March 2012

Tuesday, February 28 at 7 p.m.
Sigurd Olson Environmental Institute
Film and Discussion, "FLOW: for the Love of Water"
This film addresses water scarcity while posing the question: "Can anyone really own water?"
Lively discussion to follow.

Thursday, March 1 at 7 p.m.
Aford Theatre
William P. Van Evera Lecture: "Healing Waters"
Sharon Day, Anishinabe waterkeeper and waterwalker, presents on her 2011 Mother Earth Water Walk. Opening by Lyz Jankula and the "Oshkii Giizhik Singers."

Friday, March 2 at 6 p.m.
Aford Theatre
William P. Van Evera Lecture: "Anishinabe Women and the Value of Water"
A Panel with Sharon Day & Local Water Walkers
Penni Charette, Carolyn Gouge, and Kate Lesco speak on their role as protectors of water and their involvement with the mother Earth Water Walk. A free reception follows.

Thursday, March 15 at 11:30 a.m.
Ponio Campus Center, Student Lounge
Intro to Cultural Sensitivity and Attending Cultural Events Coordinator for Multicultural Affairs, Katrina Werchowski; doubling as the Native American and Indigenous Cultures Center Fellow, and members of the Native American Student Association (NASA) will host. There will be a discussion (Brown Bag event) about upcoming events for Native American Awareness Days.

Thursday, March 15 at 6 p.m.
Aford Theatre
Book Reading and Signing
Local author of "The View from the Creek," Howard Paap, writes with the insight of an academic and the passion of a man who has devoted his life to understanding of the people of northern Wisconsin.

*Monday, March 19 at 1 p.m.
Aford Theatre
American Indian Dance Performance
Larry Yazzie стремится educate audiences about the majesty of American Indian music and dance. Yazzie has performed throughout North America as well as South America and Europe. His shows balance entertainment with education with high-energy fancy dancer.

*Tuesday, March 20 at 10:30 a.m.
Sigurd Olson Environmental Institute
"Dewlgan"
Zack Hartley (Bad River Member) explores the significance and symbolic nature of the Anishinabe drum.

*Wednesday & Thursday, March 21 & 22
at 10 a.m. to noon
West Wing Mead Hall
Native American Museum Tours

*Wednesday, March 21 at 6 p.m.
Ponio Campus Center Student Lounge
Native American Story Telling
Featuring Connie Bardit, Jim St. Arnold, and Diane Defoe. Public stories will also be welcomed.

*Thursday, March 22 at 4 p.m.
Larsen-Juhl Center for Science and the Environment Classroom 169
Paw Paw Etiquette Presentation
Join members of NASA as they discuss the basics of paw paw history, happenings, and etiquette as they gear up to host the 38th annual Northland College spring Paw Paw.

*Friday, March 23 at 5 p.m.
Ponio Campus Center Student Lounge
Northern Games Demonstration
Noel Cockney, a senior at Northland College, gives a demonstration of numerous Northern Games. The Northern Games originate from Inuit traditions, and are played for fun and survival, developing strength, endurance, and resistance to pain.

*Friday, March 23 at 6 p.m.
Ponio Campus Center Student Lounge
Native American Alumni Social; dinner provided. Please RSVP to alumni@northland.edu

*Saturday, March 24
Grand Entries 2 p.m. and 7 p.m.
Feast 5 p.m.
Kendrigan Gym
38th Annual NC Spring Paw Paw
All dancers and drummers welcome. Free admission. Vendors will be present.

*Monday, March 26 at 7 p.m.
Northern Great Lakes Visitor Center
Josephine Mandamin: The Mother Earth Water Walk Renowned Anishinabe elder, award winning teacher, Grandmother Josephine Mandamin walked around all five Great Lakes to raise awareness for the importance and fragility of our fresh water. She has brought together over 100 Tribes and First Nations to sign the Tribal and First Nations Great Lakes Water Accord.

*March 19-24: Native American Awareness Days hosted by Northland College
Native American Student Association (NASA)

Indigenous Cultures Awareness Month Sponsors:
NAAIGC, NASA, NAS, William P. Van Evera Endowed Lecturehip Series, Lake Superior Binational Forum, Multicultural Office, A.D. & Mary Elizabeth Andersen Halings Chair in the Humanities, NCSA; Admissions Office, Alumni Office, Student Life, Campus Ministry, and NGILC

For more information, contact:
Kat Werchowski
(715) 682-1344
kwerchouski@northland.edu

All events are free and open to the public.
NOTICE

Bears will be emerging soon!

Please keep your garbage, bird feeders, compost piles, grills, pet food, and aluminum cans in a secure location to prevent conflicts with the bears.

Please do not feed them!

-The Red Cliff Tribal Game Wardens
Home Safety Checklist: General Safety in the Home

Prevent fire injuries and burns

- Create and practice a fire escape plan with two ways out of every room.
- Install working smoke alarms and CO detectors in every level of your home, in each bedroom and outside every sleeping area. Test the alarms every month and replace the batteries once a year.
- Keep matches, lighters, candles and heat sources out of reach.
- Store appliances and electrical devices properly.
- Keep electrical cords in good condition.
- Don’t overload outlets, and use covers when they’re not in use.
- Set your water heater temperature at 120 degrees.

Prevent choking, suffocation and strangulation

- Use cordless window products, if possible. If not, cut the cords short, eliminating the loops, and tie them out of reach.
- Eliminate openings of more than 3 ½ inches in stair railings, balconies and furniture.
- Get down on your hands and knees to check for small objects. Keep rooms free of items that can fit into a small parts tester or toilet paper tube.

Prevent serious falls

- Install hardware-mounted gates at the top and bottom of the stairs.
- Use stationary play centers instead of baby walkers with wheels.
- Keep hallways and stairways well-lit and free of clutter.
- Tack down rugs and runners.
- Install window guards or stops on all windows not designated as emergency exits, to prevent them from opening more than 4 inches.

Resources from Safe Kids USA
Spend Special Time with Your Child!

Special Time with Your Child

Special Time is one-on-one time—one parent and one child. Family togetherness is very important, but don’t ever sacrifice your time alone with each child. To effectively teach discipline, you need to establish that special rapport. Besides, most parents find that tensions dissipate, boundaries fall, and troubles fly away—at least until special time is over. Special time is:

- Best if it’s regular.
- Fun when it’s spontaneous.
- Dangerous when it always involves food treats.
- Not special time when it involves errands, “have-tos,” or make-work.

Special time is an opportunity to hang out, or do special activities with your child. Special time pays off in closeness, in rapport, in stress reduction. It’s a minivacation. It needs to be special. Don’t confuse special time with the casual conversations you have while you’re folding laundry. Special time is supposed to be fun. No chores allowed.

Special Time Ideas

Stumped? Let these ideas generate ones of your own:

- A monthly downtown lunch date complete with ice cream.
- A trip to somewhere you’ve never been (nature trail under the Bayfield bridge)!
- A midnight pizza run!
- The movies, with a slow stroll afterwards to chat about it. Rushing there and back (with the focus on the movie in the middle) doesn’t fill the bill, Bill.
- Sign up for a dance class together. A science class? An Italian class? Make sure the class meets a discussion-length drive away.
- Turn on the sprinkler, and take turns getting soaked.
- Take the A train. Take a ferry ride. Ride the metro to the end of the line and back.
- Go horseback riding. Take a hike (take your child).
- Read a book in a special place!
- Be spontaneous. One day you’ll look at little Bobby and know she needs special time, and she needs it now. Call in sick, cancel the appointments, turn off the phone ringer, get in your pajamas (yes, I know you just got dressed, but what the hay!), and climb into your bed with hot chocolate. Bobby will soon be spilling her guts (better her guts than her hot chocolate) and soon you’ll both feel much better. When the sobs stop, then you can watch a video.
A rep is available at the Red Cliff Housing office, call 779-3744 for an appointment.

**Personal Loans**
As a locally owned and managed community bank, our customer service is what separates us from the competition. Being locally owned and managed means fast turnaround time on your loan requests. It also means the decision will be made by someone who knows you, and your unique situation. We make all types of personal loans including the following:
- New and used automobiles
- Boats
- ATV’s
- Snowmobiles
- Recreational vehicles

**Home Equity Loans and Lines of Credit**
Use the equity that you have in your home to secure a personal loan for any need that you may have. Not only will you gain some extra money; you may also be able to take advantage of some potential tax savings as well. Talk to your tax advisor about the deductibility of the interest on a home equity loan and then give us a call for all the details.

**Mortgage Loans**
Chippewa Valley Bank has an experienced and knowledgeable staff of real estate lenders who can help make the purchase, refinance or construction of your dream home easy and understandable. We offer the following types of real estate loans:
- 15-30 year fixed rate mortgages for both primary and secondary homes
- Balloon mortgages
- WHEDA and other government sponsored mortgage programs
- Home equity and improvement loans
- Vacation home loans
- New construction loans
- Loan for purchase of vacant lots
- Seasonal home and cabin loans
- Rental home loans
- Section 184 loans for purchase or construction of homes on tribal lands

We also offer free pre-qualification to help you determine the amount and type of loan that will best fit your needs. If you’re looking for competitive rates, low closing costs, and quick turnaround time, contact Red Cliff Housing for an appointment to speak with one of our mortgage loan specialists.

**Business Loan**
Chippewa Valley Bank has been helping local businesses meet their ever-changing financial needs since 1917. We take the time to get to know you and your business so we can help you make the right decisions when it comes to your financial needs. We offer the following business loans:
- Business loans/lines of credit
- Real Estate
- Construction
- Equipment
- SBA Guaranteed
- Municipal
Prevent a TV Fall in Your House

By CPSC Blogger on September 23, 2010

Every two weeks a child dies when a television or a piece of furniture falls on him.

In the incidents recorded by CPSC, toddlers were often climbing on entertainment units, dressers, bookcases or other pieces of furniture to reach the television. In some cases this led to a TV or a piece of furniture falling onto and crushing the child.

These incidents are tragic — and preventable.

You can easily safeguard your house by doing the following:

- Make sure that your furniture is stable.
- Install an anchor on all entertainment units, TV stands, bookcases, shelving, and dressers. Attach the anchor to the wall or floor.
- Place televisions on sturdy furniture appropriate for the size of the TV or on a low-rise base.
- Push the TV as far back as possible from the front of its stand.
- Remove items such as toys and remote controls from the top of the TV and furniture. These items may tempt children to climb.
- Place electrical cords out of a child's reach and teach children not to play with the cords.

Between 2000 and 2008, CPSC received reports of nearly 200 deaths to children 8 years old and younger from TVs, furniture and appliances falling on them. More than 18,000 children 5 and younger are treated in emergency rooms each year because of injuries associated with these TV, furniture, and appliance tipovers, according to CPSC staff's most recent estimates from 2006.

Don't let your television or your furniture endanger your children. Take action now to prevent this from happening to your child.
(Read the transcript, or watch in Windows Media format.)

This address for this post is: http://www.cpsc.gov/onsafety/2010/09/prevent-a-tv-fall-in-your-house/
Role Modeling

Recommendation

Staff members should model healthy eating practices for children.

Why?

From early infancy, children learn through their interactions with others. Young children follow examples so it is important for caregivers to be good role models. Children pick up on attitudes and behaviors, including eating habits.

"It is up to the staff to model and teach appropriate behaviors when eating and being open to tasting new foods. We see the difference we make when parents tell us their child [used to] never eat vegetables or tuna and it is a good feeling."

-Nora Rosch
Roots & Wings
Child Care Center
Salem

How?

- Children should see staff enjoying healthy foods and beverages throughout the day. Staff should not consume less healthy foods (especially sweets, soda, and fast foods) in front of children.
- Try new foods with the children. They will be more willing to taste an unfamiliar food if a trusted adult also is eating it. Compare experiences and talk about how the food looks, smells, and tastes.
- Praise children when they try or eat new foods. Praise serves as positive reinforcement and makes it more likely the behavior will be repeated.
- Be consistent in your message—eat only what the children are eating. Children are quick to pick up when something is not "fair," so do not create a double standard.
- Engage children in conversation during mealtime about healthy eating habits. Discuss where foods come from and their health benefits.
- Make schedules allowing staff to have their break during naptime, not mealtime.

Sample Policies

- The children's program recognizes the importance of adults as positive role models for children as they learn to live healthy lives. Staff members model behaviors for healthy eating and positive body image in the presence of children. They do not consume unhealthy foods and beverages in front of children.
- While in the presence of children, adults do not eat or drink any foods or beverages other than those offered to the children.

- Serve family style meals so staff can eat with children instead of serving the meal.
- If meals are not normally prepared for staff, ask them to try at least a small amount of everything served to children.
- Make mealtime expectations clear to staff during the hiring process. Teach staff the importance of role modeling and healthy eating.
- Have staff taste test new menu items. Their support is important before serving them to children.
- Remove soda machines from the facility. If this is not an option, relocate them to an area only accessible/visible by staff.
- Invite parents to eat with their child at mealtimes.
- Encourage parents to be healthy eating role models for their children.
- Children learn from adults what foods to eat or not eat. Food comments should always be positive.
recommendation

Make mealtimes both enjoyable and pleasant to promote healthy eating habits for picky eaters.

why?

It is normal for children to say no to new foods. It can take 10 to 15 times of being exposed to a food before a child decides if they like it or not. Some children are especially cautious about trying new foods, while others use food as a means of control. Use the strategies below to minimize struggles with trying new foods.

how?

- Encourage, but do not force, children to try and taste new foods
- Do not just offer “typical” child foods (e.g., hot dogs, macaroni and cheese or chicken nuggets)
- Have a taste-test when introducing a new food. Then have children vote yes or no
- Try to avoid mealtimes power struggles. If a child refuses to eat what is served, make a gentle reminder of the next meal and/or snack
- Cut sandwiches, pancakes and waffles into fun shapes
- Dip it, spread it or top it. Serve dip with crackers, toast, rice cakes or cut-up fruit or vegetables. Some ideas are:
  - cottage cheese or plain yogurt dip
  - peanut butter or cheese spread
  - tomato sauce or applesauce topping
- Make foods fun and call finger foods playful names:
  - apple moons (thinly sliced)
  - avocado boats (a quarter of an avocado)
  - banana wheels
  - broccoli trees (steamed broccoli florets)
  - carrot swords (cooked and thinly sliced)
  - cheese building blocks
  - egg canoes (hard-boiled egg wedges)
- Invite children to be “Chefs in Training” and help with food preparation. Allow them to tear and wash lettuce, squeeze juice from oranges, stir batter or make fruit parfaits
- Maintain open communication with parents. Understand their views about foods their children eat and make them aware of your expectations with foods served. Discuss obstacles faced during mealtimes

Maple Yogurt Fruit Dip

4 cups (1 quart) plain yogurt
1 cup maple syrup
1 teaspoon pure vanilla extract
Makes 16 – ¼ cup (2 oz) servings

Directions: Kids of every age can make this dip by putting the yogurt, maple syrup and vanilla in a bowl and stirring with a spoon until they are well combined.

Recipe from: http://healthychild.org

sample policy

We will serve a variety of foods in creative ways that are appealing to children. We understand that picky eating is a common childhood behavior. We will encourage, but never force, children to try and taste new foods. We will do our best to make mealtimes an enjoyable experience.
Memorial Medical Center Presents:
Just For Women
An evening of information and inspiration
Wednesday, March 7
5:30 - 7:30 pm
Northern Great Lakes Visitors Center

5:30 - 6:30 Women of MMC
More than a dozen female MMC Healthcare Professionals will
to have 1:1 conversations with you about your health co

6:30 - 7:30 Health Choices, Healthy Life
Northland's NewsCenter Anchor Michelle Lee shares her journeto a healthier life.

This is free and open to the public. Seating is limited, though RSVP in advance!

Call: 715-685-5183 or email: events@ashlandmmc.com
Complimentary appetizers and refreshments will be s

2012 Senior Expo
Date TBD
Stay tuned for details!
Celiac and Gluten Intolerance Support Group: 715-685-5175 or 715-685-5462
Meets bi-monthly, the second Tuesday of the month from 6 to 7 p.m.
This group is led by Theresa Hoyles, a Registered Dietitian. The group is free and open to anyone dealing with Celiac disease or gluten intolerance.

Living with Cancer Support Group: 715-685-5175
This group meets the second Tuesday of every month from 8 to 9 p.m.
This time is set aside each month for individuals to talk about cancer in their life – as a survivor, a sufferer, or a family member of someone with cancer.

Bay Area Heart Club and Living with Diabetes Support Group:
715-685-5380, 715-685-5177 or 715-685-5462
The Bay Area Heart Club and Living with Diabetes Support Group provides education and support to assist people in maintaining a healthy lifestyle. This group is open to anyone interested and meets the third Tuesday of every month from 1 to 2 p.m. Call any of the numbers listed above for more information.

Domestic Violence and Sexual Assault Support Groups:
715-682-9565
The New Day Shelter facilitates a total of three groups that meet in a safe and confidential environment. Please call 715-682-9565 to learn of the location and times of the meetings.

Grief Support Group: 715-685-5175 or 715-685-5151
Regional Hospice facilitates Grief Support Groups throughout. For more information call either of the numbers listed above.

**Local Overeater’s Anonymous: 715-685-5**

This group meets every Wednesday at noon in the Memorial Center Behavior Health Building. Please call Hazel McCloud at 5400 with questions or for more information.

**Dual Recovery Group:**

Meets every Wednesday night at 7 pm in the Memorial Medical Center Behavior Health Building.

**Narcotics Anonymous:**

Meets every Friday at noon in the Memorial Medical Center B Health Building.

**Gamblers Anonymous and Gamanon:**

Meets every Tuesday at 7 pm in the Memorial Medical Center Health Building.

**Alcoholics Anonymous and Alanon:**

Meets every Saturday at 7 pm in the Memorial Medical Center Health Building.
JOB DESCRIPTION

POSITION: Indian Child Welfare Director

LOCATION: Red Cliff Reservation

SALARY: $17.00 per hour with Benefits

THIS IS A REGULAR FULL-TIME EXEMPT POSITION

SUPERVISOR(S): Family Services Administrator

JOB SUMMARY: The primary goal of the Indian Child Welfare Department is to prevent the breakup of Red Cliff families and to prevent the permanent removal of Tribal Children from the custody of their parents, by improving individual and family functioning. The successful candidate will be responsible for the overall administration of the ICW Department which will include but not be limited to financial/budgetary planning and reporting, program progress reporting, developing and implementing service sustainability and supervision of staff. The person will also be responsible for assurance of department to respond, report, investigate and follow through on allegations of child abuse/neglect. Must be on call for emergency/crisis intervention.

DUTIES AND RESPONSIBILITIES:

1. To accept referrals regarding minors alleged to be in need of care.
2. To investigate the circumstances of a minor alleged to be in need of care and to seek the assistance of Tribal or the Law Enforcement Officer’s, if necessary.
3. To make such other investigations as ordered and authorized by the Red Cliff Tribal Court.
4. To develop case plans concerning any minor, when the determination is made in both cases/ informally or if an investigation supports an administrative or judicial finding that the minor is in need of care.
5. To make reports to the Red Cliff Tribal Court and to provide information or referrals to recognized child welfare agencies having an interest or service role concerning a Tribal child.
6. To maintain a confidential system of records, subject to disclosure to a non-party only upon order of the Children’s Court.
7. Subject to the approval of the Tribal Council, negotiate service agreements with other recognized child welfare agencies.
8. Pending a determination of the minor’s status to prevent risk of immediate harm by or to the minor, take into emergency custody and provide emergency placements.
9. Will be responsible for development and management of the ICW Department budget in conjunction with the Family Services Division Administrator. Comply with all reporting requirements for funding sources as well as required internal reporting requirements.
10. Conduct home visits on a regular basis, and make provisions for visits for children in care outside of the area.
11. Meet with Family Service Staff and other Tribal/County Programs and providers to provide case management for clients.

12. Attend and participate staff and other meetings, Child Protection Team meetings, CST meetings, in-service, training and other events as directed by supervisor.

13. Provide or refer to appropriate agency individual/family counseling services for youth and their families involved with the Indian Child Welfare Department.

14. Work closely with the prosecutor/presenting officer and with filing petitions; conduct investigations and case studies as necessary.

15. Assist families in whatever way possible to carry out their court ordered plans, informal plans as developed by family and department and work cooperatively with county and other social service agencies to ensure that services provided are appropriate and culturally relevant.

16. Present a professional, caring image to clients of the Indian Child Welfare Program and Family Services Programs, working with compassion.

17. Promote a working environment noted for effective cooperation and collaboration between programs, services and co-workers.

18. Incorporate into ICW service delivery methods family conferencing as a means of developing effective planning for individual and family functioning improvement and focus as much effort in program service delivery theories and methods on preventative measures as possible and whenever possible.

**SUPERVISORY AUTHORITY:** Indian Child Welfare Worker and support staff

**KNOWLEDGE:** Knowledge of Red Cliff Families, kinship networks, the culture and traditions of our community. Knowledge of tribal and county service providers and family systems theories as well as the practical application of the theories of systems. Knowledge of the Indian Child Welfare Act, the Red Cliff Code of laws Chapter 26 and the uniqueness of the Red Cliff Community.

**QUALIFICATIONS:**

1. A Bachelor's Degree in Social Work or closely related field and have minimum of three years experience working in a human/family service field working directly with families; or an Associates Degree in Social Work or closely related field with a minimum of five years working in a Family service field working directly with families Required, Masters Degree in Human Services related field and experience working with Red Cliff Tribal Families preferred

2. Must have basic understanding of the extended family system as it exists in Red Cliff

3. Knowledgeable of Native American Indian Tribes and the uniqueness of the Red Cliff Community.

4. The experience/ability to take an active role in the grant and budget development process.

5. Experience working closely with families, performing home visits, performing needs assessments.


7. In-depth knowledge of Tribal and County Service Providers.
8. Must have knowledge of Red Cliff code of laws Chapter 26, and other relevant tribal laws.
9. Experience in presenting contested matters in court setting preferred but not required.
10. Experience working with families, individuals in group settings.
11. Knowledge of family systems theories as it relates to Tribal families and improved individual and family functioning.

PERSONAL CONTACTS: Daily contact with clients, visitors, other Tribal staff, Bayfield County staff, Local Police Department, other Tribal ICW programs and other county and state social service programs.

SPECIAL REQUIREMENTS: All applicants must fill out and return a Background Information Disclosure with their application or resume before the interviewing process is complete. All applicants will receive a background check prior to interviewing. If you have already received one please inform us as to what agency performed it.

PHYSICAL REQUIREMENTS: The duties assigned to this position involve bending, stooping, lifting, over head lifting and carrying items under 50 pounds.

WORK ENVIRONMENT:
1. Indian Child Welfare Office
2. Appearances in Tribal Court
3. Residences in the Tribal Service Area.

TRAVEL REQUIREMENTS: Must have valid WI driver’s license, vehicle, and at least liability insurance. Must be eligible for the Tribe’s vehicle insurance. Will require overnight travel to attend meetings, training, and transporting clients. Home visits to clients in the Red Cliff Service Area.

POSTED: February 17, 2012
DEADLINE: March 2, 2012 at 4:00pm

FOR FURTHER INFORMATION:

Red Cliff Tribal Administration Building
Human Resource Department
88385 Pike Road
Hwy 13
Bayfield, WI 54814

rwygonik@redcliff-nsn.gov
susie.gurnoe@redcliff-nsn.gov

(715) 779-3700 ext. 267 or 268
JOB DESCRIPTION

POSITION: Family Nurse Practitioner

THIS IS A FULL TIME EXEMPT POSITION

SUPERVISOR: Administrator—Health Center Physician

LOCATION: Red Cliff Community Health Center

SALARY RANGE: Negotiable, Depending on Qualifications

POSITION SUMMARY:
The Family Nurse Practitioner is located in the Red Cliff Community Health Center. This position will work fairly independently, with supervision and direction from the Medical Director-Physician and Health Center Administrator.

DUTIES AND RESPONSIBILITIES:

1. Systematically assesses, identifies and initiates therapeutic management of acute chronic illnesses and medical conditions in all age groups.
2. Make health care decisions based on currently accepted medical and nursing science and the patient's particular situational, family and cultural determinants.
3. Follows established protocols for therapeutic care under the direction of the Physician.
4. Uses physician consultation and refers clients with health problems which are beyond the scope of the Family Nurse Practitioner's practice.
5. Documents patient care activities and maintains patient medical records in accord with clinic policy, sound professional practice and state and federal laws.
6. Complete monthly, quarterly, and annual reports as required by Health Center Administration, and regulatory bodies. Maintain a record of supporting documentation as required.
7. Participate in quality assurance and other efforts that assure appropriate care and services.
8. Adhere to and support facility policies, programs and activities.
9. Maintain strict confidentiality and safeguard the privacy of patients.
10. Advance job knowledge and skills through continuing education efforts after approval of Health Director.
11. Present a professional, caring image for the Health Center and its programs.
   a. Maintain a cooperative relationship with other Health Center staff and tribal 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.
   d. Dress appropriately to promote professionalism within the Health Center.
12. Responsible for communication within the department and across departments to ensure that information is shared for effective operations.

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

14. At the direction of the Health Director, participate in the implementation of grants, contracts, or projects being carried out under the auspices of the Red Cliff Community Health Center. These activities will comply with the directives of Tribal and Health Center Administration. Specific duties will reflect the conditions and stipulations of individual grants, contracts, or projects and the concurrent needs and resources of the Health Center, and will fluctuate due the nature of such programs.

15. Responsible for maintaining a clean and safe environment.

16. Perform other duties as assigned.

SUPERVISORY AUTHORITY: None

QUALIFICATIONS:
1. Advanced Practice Nurse Prescriber or equivalent
2. Eligible for or holding a current license to practice as a Nurse Practitioner in the State of Wisconsin

KNOWLEDGE:
1. Demonstrated flexibility to work on an interdisciplinary team.
2. Ability to work with all ages and populations.
3. ACLS certification or willingness to acquire.
4. Ability to plan, coordinate and direct varied and complex operations.
5. Good communication skills both written and verbal.
6. Personal abilities and maturity to function in a fast paced environment; to work with a diverse population (clients or patients, co-workers, professional staff, administration, outside agency staff, and the general public).

PERSONAL CONTACTS:
Daily contact with patients, visitors, primary care providers, Tribal and Health Center Administration, and other Health Center and Early Childhood Center staff.

WORK ENVIRONMENT:
1. Office and clinic settings at the Red Cliff Community Health Center and community based 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. These safety regulations will not necessarily be met in private homes and other community settings.

PHYSICAL REQUIREMENTS:
The duties assigned to this position involve bending, stooping, lifting, and carrying. Items may be placed on overhead storage. Lift up to 50 pounds, assisting patients onto exam tables as necessary. Work requires regular and recurring periods of standing or walking.
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.

REPOSTED: FEBRUARY 9, 2012
DEADLINE: FEBRUARY 24, 2012 OR UNTIL FILLED

FOR FURTHER INFORMATION CONTACT:
Red Cliff Human Resources Office
88385 Pike Road, Highway 13
Bayfield, WI 54814
(715) 779-3706 ext. 267 or 268
www.redcliff-nsn.gov
rwYGONIK@redcliff-nsn.gov
susie.gurnoe@redcliff-nsn.gov
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: February 14, 2012
DEADLINE: February 29, 2012 AT 4:00 PM OR UNTIL FILLED
JOB DESCRIPTION

POSITION: Dental Assistant

LOCATION: Red Cliff Community Health Center

SALARY: Negotiable depending upon qualifications

THIS IS A REGULAR FULL-TIME NON EXEMPT POSITION

SUPERVISOR(S): Dentist and Health Center Administrator

JOB SUMMARY: Serves as a certified or registered dental assistant aiding the dentist in performing restorative, prophylactic, endodontic and surgical procedures.

DUTIES AND RESPONSIBILITIES:

1. Performs limited intra-oral procedures and chair side assistant duties in all phases of prosthodontic, surgical, endodontic and periodontal treatment as provided in general dentistry.
2. Receives and routes patients and assists patients in completing medical history questionnaire.
3. Charts examination and treatment information as relayed by the dentist.
4. Maintains dental equipment in a clean and operative condition, including sterilization of instruments, materials and equipment.
5. Properly lays out all instruments and materials needed for each treatment, prepares all tray sets for operative, endodontic and surgical procedures.
6. Instructs patients in preventive dental care; demonstrates brushing and flossing techniques and use of disclosing tablets, explains the cause of decay and its relationship to diet.
7. Takes radiographs, impressions for study models, applies rubber dam, removes sutures, performs prophylaxis and applies topical fluoride.
8. Obtains and records vital signs as directed by dentist.
9. Relays dentist's instruction to patients for post-op care.
10. Maintains and records for supply levels and order supplies to be used and charting forms.
11. Applies sealants as directed by dentist.
12. Aids in training of trainee dental assistants. Demonstrates clinic maintenance, chair side assistance and radiographic duties regularly performed. Observes and advises trainee as they perform these duties.
13. Pours and trims models and fabricates custom temporaries.
14. Complete monthly, quarterly, and annual reports as required by Health Center Administration, Health Board, Tribal Council, regulatory bodies, and/or third party payers. Maintain a record of all reports and supporting documentation as required.
15. Maintain the confidentiality of all client specific information and data in accord with federal and state guidelines and requirements.
16. Present a professional, caring image for the Health Center and its programs.
   a. Maintain a cooperative relationship with other Health Center staff and co-workers.
   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.
   d. Dress appropriately to promote professionalism within the Health Center.
17. Utilize the resources, materials, office supplies, equipment and physical plant allocated for use by the Red Cliff Community Health Center in accord with professional practice norms and Tribal policy.
18. Participate in quality assurance measures conducted within the Health Center.
19. Adhere to a professional code of conduct and applicable federal and state laws and regulations in the discharge of these assigned duties.

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

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

22. Performs other job related duties as directed by the immediate supervisor or Tribal Administration.

SUPERVISORY AUTHORITY: None

QUALIFICATIONS/KNOWLEDGE:

1. Prefer individual who is accredited by the American Dental Association that included radiographic techniques, darkroom/processing and film mounting, but not necessary.

2. Knowledge of oral anatomy and bone structure of the face to take diagnostic dental radiographs.

3. Basic dental disease prevention techniques, basic dental terminology and record keeping procedures.

4. Knowledge of sterilization and infection control techniques.

PERSONAL CONTACTS: Daily contact with patients, visitors, primary care providers, Tribal and Health Center Administration, and other Health Center staff.

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. At times, the Dental Assistant will be required to personally assist patients.

WORK ENVIRONMENT: Red Cliff Community Health Center; office and clinic settings. Exposure to hazards of the health care industry. Work setting must be maintained as a clean, nonsmoking, well-ventilated area in compliance with all applicable safety regulations.

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.

REPOSTED: February 17, 2012

DEADLINE: OPEN UNTIL FILLED

FOR FURTHER INFORMATION: Red Cliff Tribal Administration Building
Personnel Office
88385 Pike Road/Hwy 13
Bayfield, WI 54814
NOTICE
The Red Cliff Tribal Council is seeking individuals to serve
on the Constitution Committee.

For Further Information Contact Jeanne Gordon or Julie Gordon at 715-779-3700

If you are interested in serving on this committee, please pick up an application at
the front desk, upper level of the administration building.
Please return your application to the receptionist at the upper level of the
administration building.

DEADLINE: Open Till Filled

NOTICE
The Red Cliff Tribal Council is seeking individuals to serve
on the Membership Committee.

For Further Information Contact Jeanne Gordon or Julie Gordon at 715-779-3700

If you are interested in serving on this committee, please pick up an application at
the front desk, upper level of the administration building.
Please return your application to the receptionist at the upper level of the
administration building.

DEADLINE: Open Till Filled
ELECTION BOARD

The Red Cliff Tribal Council is seeking seven (7) community members to serve on the 2012 Election Board.

You must be 18 years of age a Red Cliff Tribal Member and eligible to vote at the Tribal Elections.

The Election Board will serve both the Primary and General Elections.

If you are interested to serve on the Election Board, pick up an application At the Tribal Administration Building – upper level.

Application needs to be submitted to the Front Desk of the Administration Office by:

March 30th, 2012 at noon

For further Information Contact: Laura J. Gordon, Tribal Council Secretary, at 779-3285 or 779-5518
Red Cliff Early Childhood Center

Regular Policy Council Meeting
MINUTES
Tuesday, January 17th, 2012
12:00 (noon) @ Memengwaa Trailer

PC Members Present: Jeanne Balber, Nora Cadotte, Candyce Holcomb, Clarissa Bressette, Ed Berg, Johanna Wilson

Others Present: Sue Haas, Health and Mental Wellness Manager; LaVonne Goslin, EHS Director; Kim Gordon, Child Care Director; Nicky Gumoc, HIS Director; Marianne Szot, Abilities Manager; Nicole Boyd, Family Services Manager; Dawn Nixon, LUANCH Director; Dee Gokee-Rindal, Education Administrator

Sign In Completed. Meeting called to order by Jeanne at 12:15pm. Karalee did call and say she would be absent due to an ill child. Nothing heard from Marvin.

Minutes: December 14th, 2011
Clarissa motioned to approve the December 14, 2011 minutes, Ed seconded, all in favor, motion carried.

December Financial Reports
Dee presented the December EHS and HIS financial reports. Discussion was held about in-kind and that the program is low. No action needed.

Health Services Plan (Tabled from Dec.)
Sue presented changes and answered any questions. Nora motioned to approve, Ed seconded, all in favor, motion carried.

LAUNCH Studies Small Grant Proposal
Dawn provided PC with a description and answered questions for the grant proposal. It was noted that the date on the info said 2011 and would need to be changed. Dawn shared that the amount will be anywhere from $50,000-100,000. Johanna motioned to approve the grant proposal, Candyce seconded, all in favor, motion carried.

Disabilities Services Plan
Marianne presented the plan page by page and mentioned the minor changes, discussion was held about the requirement to have 10% minimum enrolled children with disabilities. LEA was explained as the Local Education Agency (Bayfield Public School). Johanna motioned to approve, Clarissa seconded, all in favor, motion carried.
Full Community Assessment
Dee presented the DRAFT full community assessment. It was noted that the 2010 census info is probably not available until March 2012. A final draft will be completed within the next week and Nicole will email or provide hard copies to PC and complete a poll vote.

2012-2013 Training Plan
Dee explained the plan and answered any questions. Candyce motioned to approve, Ed seconded, all in favor, motion carried.

ECC Policies and Procedures
Dee, Nicky, LaVonne, and Kim presented the policies and procedures along with changes to PC. There was a review of the pre-app and Gina answered some questions also. A final draft will be completed within the next week and Nicole will email or provide hard copies to PC and complete a poll vote.

Distribute Program Governance Packets
Nicole provided the program governance packets to PC members that were unable to attend the training.

Distribute December Program Summary
Nicole distributed this to PC members. No action needed.

Other
Nicole distributed quarterly reports (Oct.-Dec.) to PC members.

Next Meeting: February 14th, 2012 @ noon

Adjourn
Candyce motioned to adjourn at 1:27pm, Clarissa seconded, all in favor, meeting adjourned.
Tubing at Mt. Ashwababay

Take your family or group on a winter fun snow tubing adventure. You and your family can ride up behind our 1969 Tucker Sno-Cat and slide down your own lane. Great for all ages.

Rates:
$10/person per day

Tubing Season Pass: $170/family, or $70/individual. You may also add tubing to your existing Alpine or XC season pass.

Group discounts are available.

Hours:
Open Saturdays and Sundays from Noon to 4.
Private parties and group rates available by request.

Call Mt. Ashwababay at 715-779-3227.

Bayfield Library Hours
715-779-3953

Mon 11:00-7:00
Tues 11:00-7:00
Wed 9:30-5:00
Thurs 11:00-7:00
Fri 9:30-5:00
Sat 9:30-3:00
Sun Closed

Bayfield Rec Hours
715-779-5408

Fitness Room/Racquetball Court-October Hours
Monday, Wednesday 5am-8pm
Tuesday, Thursday, Friday 6:00am-8:00pm
Saturday 7:00am-5:00pm
Sunday 11:00am-5:00pm

Pool-Lap Swim
Monday-Friday 6:00am-9:00am
Monday, Wednesday Noon-1pm
Saturday 7:00am-9:00am
A lap lane is available during open swim as well.

Pool- Open/Recreation Swim
Monday-Friday 4:00pm-8:00pm
Saturday 9:00am-5:00pm
Sunday 11:00am-5:00pm
Head Start goes to Sugar Bush....

Along with our Sugar Bush family day on Friday, March 9th, the Head Start and Makwa classrooms will be planning some field trips by bus! The kids will get the chance to go out into the woods with their peers and check the bags for sap! Parents will be informed of specifics dates and times once a schedule is created, so please watch your child's sent home mail. Please contact Nicky (ext 243) or Nicole (ext 253) at 779-5030 for more info.

VERY IMPORTANT!!  ECC Parking Lot........

As visitors to the ECC may have noticed, the parking lot can become a very dangerous place for families as they drop off and pick up their child. To ensure safety of all those visiting the ECC we would like to make the following recommendations to visitors:

1. If you are planning on being in the building for more than ten minutes, please DO NOT park at the immediate entrance by the EHS fence.

2. ECC staff and specialists are recommended to park among the furthest parking spaces from the building so parents do not have to travel across the lot to drop off and pick up children.

3. Please keep the flow of traffic! The more drivers do not have to back up, the less likely an accident is to occur.

4. Please do not park along the ramp by the trailer.

5. The first six parking spaces in front of the building are reserved for parents dropping off their child.
<table>
<thead>
<tr>
<th>Mon</th>
<th>Tue</th>
<th>Wed</th>
<th>Thu</th>
<th>Fri</th>
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<tbody>
<tr>
<td>5B FR TOAST STICK, BLUEBERRIES, YOGURT</td>
<td>6B RICE CHEX, CC, PEACHES, ENG MUFFIN</td>
<td>7B CHEERIOS, BANANA, TOAST, PBJ</td>
<td>8B HB OATS, STRAWBERRIES, YOGURT, MUFFIN</td>
<td>MILK SERVED WITH ALL MEALS</td>
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<tr>
<td>L TACO SOUP, QUASIDILLA, MANGO, GR BEANS</td>
<td>L CHIX ALFREDO, SALAD, PEAS/CARROTS, TROP</td>
<td>L PORK CHOP, KRAUT, POT, APPLESAUCE, BUN</td>
<td>L SPAGHETTI, SALAD, CORN, FRUIT COCKTAIL</td>
<td>MENU SUBJECT TO CHANGE</td>
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<tr>
<td>S GRAHAM/JUICE</td>
<td>FRUIT, S PB ROLL-UP/MILK</td>
<td>S PETZELS/CHZ/MILK</td>
<td>S GR. PUDDING/NILLA WAFERS</td>
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<td>12B EGG HB, TOAST, OJ, TURKEY BACON</td>
<td>13B CORN CHEX, PEACHES, CC, MUFFIN</td>
<td>14B KIX, STRAWBERRIES, BAGEL, PBJ</td>
<td>15B RICE CRISPIES, BANANA, GINN MUFFIN</td>
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<tr>
<td>L BEEF STROGANOFF, CARROTS, MBERRIES, YOGURT</td>
<td>L CHIX W SOUP, EGG SALAD, TROP FRUIT, CC</td>
<td>L HAMB HD, CORN, SALAD, APPLES</td>
<td>L HAM, M POT, PEAS, PINEAPPLE, CC</td>
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<tr>
<td>S STRAWBERRY/CC</td>
<td>S CRACKERS/CHZ</td>
<td>S TRAILMIX/MILK</td>
<td>S CUPCAKES/MILK</td>
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<td>19B MALTO MEAL, BLUEBERRIES, TOAST</td>
<td>29B HB OATS, BANANA, BKF BAR, CC</td>
<td>21B RICE CHEX, MANGO, CC, ENG MUFFIN</td>
<td>22B KIX, PEACHES, CC, BAGEL</td>
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<tr>
<td>L PIZZA, APPLE, YOGURT, SALAD, GR BEANS</td>
<td>L IT MEATLOAF, M POT, CARROTS, M BERRY, CC</td>
<td>L CHIX QUASIDILLA, PEAS TROP FRUIT, SALAD</td>
<td>L BEEF VEG SOUP, TRK SAND, PEARs</td>
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<td>S ANT ON LOG/MILK</td>
<td>S FRUIT CT/ANIMAL CR</td>
<td>S HAM ROLLUP/JUICE</td>
<td>S PUNCH/CRACKERS</td>
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<tr>
<td>26B PANCAKES, APPLESAUCE, TRK BACON</td>
<td>27B RICE CRISPIES, BERRIES, YOGURT, TOAST</td>
<td>28B CORNFLAKES, BAGEL, PEAR, CC</td>
<td>29B CHEERIOS, BANANA, MUFFIN</td>
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<tr>
<td>L BBQ'S, SWP FRY, PINEAPPLE, CC, GR BEANS</td>
<td>L FISH, RED POT, PEAS, SLAW, FRUIT COCKTAIL</td>
<td>L POTATO SOUP, EGG SALAD SAND., PINEAPPLE</td>
<td>L HAM, NOODLE, CARROTS, PEACHES</td>
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<tr>
<td>S FRUITBAR/MILK</td>
<td>S MINI PIZZA/MILK</td>
<td>S CHEEZ/APPLES</td>
<td>SLUCKY CHEX/MIX/Juice</td>
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