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Drum Beats

Bad River Band of the Lake Superior Tribe of Chippewa Indians

Upbeat in a down time

Youth Services
steps up strong
during COVID-19

By Richard J. Pufall

For the Bad River Band

During challenging times, when we are down and out, it's hard to stay positive and upbeat. And few times in our recent history have we faced more frightening days than those thrust upon us by the COVID-19 pandemic.

For more than three months we have been running in fear and dramatically changing our lifestyles to cope with this dreaded coronavirus which has brought sickness and death all over the world.

We have quarantined and socially-distanced ourselves from family and friends. Jobs have been lost or put on a long hold. Schools and the extracurricular activities that go with them have been closed and cancelled. Our travel freedoms aren't

Lynn Maday-Bigboy, left, Director of Bad River's Youth Services Department, has kept her staff active and productive during the days of the COVID-19 pandemic. Above, members of her department and volunteers joined forces to hand out free food to those with a need.



Photos courtesy of the Youth Services Department

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Photo by Lynn Maday-Bigboy

A combination of Youth Services Department staff members and volunteers handed out free food from the Food Distribution Building on Friday, June 5. From left, Brett Richmond, Rick Spencer, Francis Leoso, Fred Pero, Mary Kaulaity, Nate Ante and Danny Powless, Jr. Others who helped but are not pictured were Tony Barker, RaeAnn Bender, Hayley Nye, Star Ames, Wilkie Richmond, Steve Nelis, Wes Andrews, Jason Couture, Danielle Fizell, Kateri DeFord, Milisa Corbine and Lynn Maday-Bigboy.

Upbeat

From Page 1

what they once were, as we still stay closer to home.

But the Bad River Band has found strength in its divided numbers, many of which have found themselves wearing masks and standing at least six feet apart. As a whole, made up of hard-working, dedicated parts, The Reservation has stood Bad River Strong.

And the Youth Services Department, led by Lynn Maday-Bigboy, is an important subset of that strength.

"In this time of uncertainty, my focus has been on how do we serve our community and provide supports through this new normal," said Maday-Bigboy. "My Youth Services team has remained working and deliver meals, educational material, mental health and physical health

awareness. We have created a YouTube channel, have a Mashkiizibii Youth Services Facebook page, and have reached out to families on a regular basis.

"My community lens includes mental health wellness, and I worry about those with mental health and substance use challenges, and during this time they are so isolated it can cause distress and depression. We try to stay positive and include resources for our community."

The big hitters on Maday-Bigboy's Youth Services team include Kateri DeFord, Nate Ante, Fred Pero, Mary Kaulaity, Star Ames, Danny Powless, Jr. and Hayley Nye.

"We have been trying to really address the needs of anyone that needs our help," said Maday-Bigboy. "Our team of Kateri, Nate, Fred, Mary, Star, Danny, Hayley and I try to reach out as much as possible. We take pride in helping and lessening the load of our community and providing hope."

Hope is a most wonderful thing and

even better when served with the good, free food her department and volunteers have been passing out to those in need.

Maday-Bigboy was hired as Director of Youth Services in February of 2019 and brought a wealth of experience to the position, having been involved with youth for decades in a volunteer position, in JOM committee, youth organizations with the Ashland School District, and served on the Ashland School Board from 2001-2020.

She is also a Certified Parent Peer Specialist Trainer and Peer Specialist through the State of Wisconsin. And she worked for the Department of Interior for 18 years.

And through these stressful days of COVID-19 that have brought overwhelming health and financial concerns, Maday-Bigboy has been pleased to keep her staff working.

"I gave my team the option of being laid off, and they all agreed they thought it

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Upbeat

From Page 2

was important to be there for our youth and families,” she said. “We also have two youth supervisors joining us this month to help supervise the 50 youth age 14-17 that join us starting July 13, for employment.”

Lynn, a life-long Tribal member, is the daughter of Mel and Sharon Maday; a good person raised by good people. No surprise there.

“I’ve lived on or around the Reservation for most of my life, growing up on Ackley Road,” she said.

In college, she attended the University of Wisconsin-Eau Claire then graduated from Lac Courte Oreilles Community College in 2004 with a degree in business administration.

Lynn, her husband Shine (Gary) and their son, Pierce, 22, have lived in a house on Caville Road (Diaperville) since 2005.

Her second family, the Youth Services Department, is also a great source of pride for Maday-Bigboy.

“We have the best team of caring and resourceful individuals who have taken up learning video production, running events, and are working on a calendar for the summer and beyond for every youth age group,” Maday-Bigboy said. “We plan to do cultural activities including teachings, making regalia, harvesting, hand drums, and wild rice sticks. We have teamed with other departments to help fund these activities.”

With schools closed and students home-schooling for most of the second half of the 2019-2020 year, the Youth Services Department has worked hard to help where it can.

“We have collected homework, supported individual youth, delivered bags of soil,



Photo courtesy of the Youth Services Department

Six members of The Bad River Youth Services Department, amid Lake Superior’s beauty, from left, Danny Powless, Jr., Mary Kaulaity, Nate Ante, Fred Pero, Hayley Nye and Star Ames.

burlap bags and seeds to over 50 families on and off the Reservation, helped with fish distribution for Elders, and try to be as big of a help as possible to any Tribal departments, community, and school personnel,” Maday-Bigboy said.

But she won’t pretend that doing the job has been easy during these unsettling times.

“We continually provide resources, cultural, educational and fun stuff during this time,” she said. “It has been difficult not to see our youth, to joke, hear their stories and adventures, be a part of their daily life. We miss them so much.

“We continue to plan socially distant activities and events and in June we will be doing hiking trips and invite families in their own vehicle to attend. We also have a sign-up for those that

need a ride. They do need to wear a mask in the van and bring their own snacks and filled water bottle. We do have sanitizer in each van.”

While Maday-Bigboy and her staff stay upbeat during a down time, delivering happiness and hope to many, they too enjoy some rewards, as well.

“Seeing the parents and kids watch us deliver meals each week,” she said. “They smile and some have signs for us. It really is heartfelt appreciation and that connection remains. We have had contests on our page to introduce themselves in Ojibwemowin and that went over very well. The videos were watched hundreds of times.”

The days of, “back to normal” are probably a long way off, but the Youth Services

Department is prepared for what will come.

“We are moving forward with groups of 10 or less, including chaperones,” Maday-Bigboy said. “Masks required and required water bottles. For our summer youth sessions, instead of groups of 12-15 we will have groups of 5-6 and have partnered with VRNA (Maria Oja and Shane Wilmer) to provide PPE.”

The old saying, “what doesn’t kill you, makes you stronger,” might never have been more true than during the COVID-19 pandemic. But, it seems, all departments and Tribal members have done something right during this ordeal. Since the first positive case of COVID-19 was reported in Wisconsin

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Photos courtesy of the Youth Services Department

Lynn Maday-Bigboy, Director of Bad River's Youth Services Department, poses with three staff members, from left, Danny Powless, Jr., Nate Ante and Fred Pero



Kateri DeFord, Youth Services Coordinator, is all smiles as she enjoys her work at her desk in the Bad River Youth Services Department.

Upbeat

From Page 3

on February 5, there have been none on the Reservation and, of course, no deaths.

"It has been difficult, and stressful, and I would be lying if I said I don't lose sleep over moving forward in a good way," Maday-Bigboy said. "We want to protect our Elders, we value and want to be helping them as much as possible, but it's hard with COVID-19.

"We would like to do their lawns after July 13, and try to be as helpful as possible. We are all learning to take care of each other in a good way."

She said her staff is partnering with families and empowering them with resources to provide for their needs.

"We are stronger as a team, we have all had rough days, suffered loss, and it's been my management style to talk about our worries and concerns," Maday-Bigboy said. "It's OK to be feeling sad and worried, we have time to support each other and share our struggles with each other in a safe space. We don't judge, we walk alongside each other and sometimes hold each other up. It's a good feeling to know that our team has patience and respect for each other. We build each other up and in turn are strong enough to give back to the community."

It's no wonder that "Bad River Strong" is more than just a catchphrase. It is a reality.

"It's all about our team," Maday-Bigboy said. "We are all big-hearted and resourceful; each bringing our talents, skills, and perspective to the group. We laugh and sometimes we cry but we don't ever give up. We try to model this behavior for our youth and families."

And they remain upbeat during a down time.

Send email to Richard J. Pufall at NewsLetter@BadRiver-nsn.gov



Tribal Council

Mike Wiggins, Jr.

Chairman

Mike Berlin

Vice-Chairman

Jay McFee

Secretary

Etta Burns

Treasurer

Barbara Smart

Senior Member

Peter Powless

Senior Member

Dylan Jennings

Junior Member

Address

Bad River Tribe
72682 Maple Street
Odanah, WI 54806

Tribal Mission Statement:

To work toward a more progressive, financially stable government; to maintain Tribal Sovereignty; and enable members to progress individually, toward a more fulfilling life culturally, spiritually, and economically.



'Mino-dibishkaan' to our Elders

Taking the cake, in July

July 1

Rita Cadotte

July 2

Mitchell Soulier

July 5

Myron (Tonto)

Burns, Jr.

Michael Houle

Dennis Soulier

July 8

Susan Houle

Darlene Kupcso

July 9

Beatrice Moore Reas

July 10

Ann (Ethel) Plucinski

July 11

Michael Plucinski

July 14

Ricky Lucero

July 15

William (Bill) Roundwind

Debra Tutor

July 16

Donna Salwater

July 18

Melanie York

July 19

Siaki Leoso

Ruby Santana

Catherine (Angel)

Berogan

July 22

Bernard A. Stone

July 23

Frank Connors

Donna Lynk

July 26

Myron (Burnsie)

Burns, Sr.

Catherine Jackson

July 28

Shelley Ford

July 30

Alan Pero, Sr.

Dale Stone

(Our apologies if we've missed someone. Please let us know).

No. 1: Limiting positive tests

Protection,
not perfection
is the goal

By Richard J. Pufall

For the Bad River Band

As most know, The Bad River Tribe has a perfect record when it comes to COVID-19, the coronavirus. Since the first positive case of the virus was reported in Wisconsin on February 5, there have been none on the Reservation.

But for The Tribe's public health nurses – Tina Gerovac-Lavasseur and Pamela Feustel – it's all about protection not perfection.

With Tribal workers returning to their jobs and the tourist season upon us, many believe that more people, gathered more closely together than they have been in nearly four months, means the end of the perfect record.

"It would be great if we can remain COVID free on the Bad River Reservation, while this may be unrealistic, it is our goal to limit the number and severity of cases should we see any," Feustel said.

If the positive cases do come, Feustel, Gerovac-Lavasseur and the entire Bad River Health and Wellness Center are prepared to meet the challenge. In fact, they already have.

Before the first Bad River employees could return to work on June 8, they had to be tested for COVID-19. Then, each day before beginning work they must undergo a

temperature screening. Both practices are part of Reservation policy mandated by the Tribal Council.

"Most, if not all employees have been tested," Feustel said. "As some employees have been laid off and have not returned to work yet, we cannot determine who still needs a test."

The nurses and the Health and

Wellness Center have been able to handle the added workload without the need for overtime.

"We did, of course, see an increase in tests, but with teamwork we were able to accomplish completing the task of resulting within our scheduled workday hours," Gerovac-Lavasseur said.

And the Wellness Center

staff, with assistance from departmental employees, has found a way to fit daily temperature screenings into the regular schedule, as well.

"Daily temperature screenings officially started on June 8th, however some buildings, such as the Health and Wellness

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For updates on the Bad River Tribe's efforts to combat COVID-19, the coronavirus pandemic, click the link below

[Website](#)

Tracking COVID-19

As of this morning, June 24, there were 2,305,410 cases of COVID-19, the coronavirus, in the United States, with 120,240 deaths. The first coronavirus case in Wisconsin was reported on February 5. There have been a total of 25,331 cases reported in the state and 750 deaths.

Numbers in our 4-county area

County	Reported cases	Deaths
Ashland	3	0
Bayfield	3	1
Iron	2	1
Douglas	20	0



COVID-19

From Page 6

Center started the screening for essential employees earlier than that date,” Gerovac-Lavasseur said. “Each day everyone who enters a building within the Bad River Tribal entity is screened to ensure we are not exposing anyone to a potential illness. Each department has designated screeners and they were trained by Public Health Nursing staff.

Feustel said 406 employees have received the COVID-19 test as of Tuesday, June 23.

The ease at which the tests and screenings have happened could not have been accomplished without the cooperation of the Bad River Community.

“We feel as though the Tribal community is grateful we have the testing tools right here at the BRHWC,” Gerovac-Lavasseur said. “Not only do we have the tests, but we can also have the results within 15 minutes of testing.”

Of great concern and the No. 1 threat to The Reservation’s perfect record of zero positive COVID-19 tests, will be the influx of tourists at such Tribal venues as the Lodge and Casino.

“We want all visitors to follow the safer-at-home guidance, social distance, wash your hands, cover your cough,” Feustel said. “We also want all visitors to the reservation to self-isolate and self-monitor for symptoms and get tested if possible.”

On June 17, the public

health nurses sent out a reminder to all via Tribal email that restated what have become the words to live by since the middle of March:

“As we are all back to work and settling into our old routines, it is easy to forget that we are still in the middle of the COVID-19

Pandemic. Here are a few things you can do to reduce the risk of exposure to the virus:

~Be sure to wear a mask in public areas

~Remember to use social distancing practices (at least 6 feet apart)

~Avoid any unnecessary travel (especially to areas

that are known hotspots)
~Stay at home if you are feeling ill.

~If you have any questions, you can reach out to Public Health.

~Stay Safe and Be Well.”

Send email to Richard J. Pufall at NewsLetter@BadRiver-nsn.gov

Bad River Health and Wellness Center Expanded Services beginning June 8, 2020

Hours of Operation (by appointment only):

AODA	8:00-4:30
Behavioral Health	8:00-4:30
Public Health	8:00-4:30
Clinic	8:00-4:30
Dental	8:00-4:30
MAT Program	8:00-4:30
Pharmacy	8:00-4:30 (Drive Thru Only)

Please call (715) 682-7133 with any questions.

Chi Miigwetch for your patience during the COVID-19 crisis.

Stay Safe and Be Well.



Two good ideas: Testing & screening

Many in the Tribal workforce have returned to their jobs, but the landscape has changed. Yes, the jobs and places are the same, but the time and circumstances are different.

The COVID-19 pandemic has seen to that, forcing us to change our daily game of living. Those changes began nearly four months ago when the coronavirus brought sickness and death to the entire world. And until we drive this fearsome foe from our door, we must live with the changes.

First, as the work staff already knows, all employees had to be tested for the COVID-19 virus at the Bad River Health and Wellness Center. Those not tested cannot return to work.

Then, before beginning each workday, all employees are subjected to a daily temperature screening.

If you know good ideas when you see them, then you know that testing and screening are *great* ideas.

This isn't much to ask when you consider your health, wellbeing and life hang in the balance.

And you know, after more than three months of joblessness, self-quarantine, extreme social distancing, tight budgets and separation from family, friends and co-workers, these mandatory requirements are a walk on the beach.

Call it the new normal. Call it life in the 21st century. At least for now.

Clearly, testing and screening are small prices to pay during this pandemic.

My guess is that Tribal members will happily embrace testing and screening as the intelligent, necessary response to this horrible, invisible enemy.

The good people of the Reservation have not been a health concern during this pandemic. On the contrary, at this writing there still has not been a positive case of the coronavirus on The Reservation, since the first case was reported in Wisconsin on February 5.

So, if there is an obstacle to sustained good health that must be hurdled, it will be the visitors, the tourists from outside communities who might unwittingly carry the coronavirus into Ashland County and The Bad River Reservation.

Those tourists, like us, have grown tired of living a restricted life. Now, with most of the country opening to non-essential businesses, those folks will be traveling and returning to some of their favorite destinations this summer, such as the Bad River Lodge and Casino.

That will be good for business, but the Tribal Council has clearly shown that finances finish a distant second to the good health of Reservation residents.

The Reservation must hope to see the best side of human nature when tourists begin to descend upon Bad River. They must treat the Bad River Community as they would their own homes.

But there is no magic bullet.

Joseph Khabbaza, a pulmonary and critical care physician at the Cleveland Clinic, said some of the biggest questions he's been getting relate to travel activities.

Guess what? The good advice people received four months ago still holds true today.

Khabbaza said the primary path of transmission is contacts with respiratory droplets produced by infected people. Face masks, physical distancing, frequent hand-washing and cleaning and disinfecting of surfaces have become standard across the travel industry.

To be sure, Bad River will continue to practice these good-health guidelines.

But the spotlight will be on the travelers, the visitors, the tourists. They must be mindful of the fact that even if they don't have symptoms, they can spread COVID-19 to others while traveling.

The coronavirus has dominated the headlines since the beginning of 2020. That's no surprise. As of this morning, June 24, there have been 472,169 deaths from the virus, worldwide, and 120,240 in the United States, so that will draw understandable attention.

It's human nature for those living today to see all major events as the best or worst of all time. But COVID-19 is *not* the worst thing to happen to the world. It's just the most recent.

Send email to Richard J. Pufall at NewsLetter@BadRiver-nsn.gov



By Richard J. Pufall

For the Bad River Band



To get **“Drum Beats,”** the newsletter for the Bad River Band, text your email address to 920-857-4673, or send email to NewsLetter@BadRiver-nsn.gov

'Justice for Kozee'

Brutally murdered at 22, her death will save others

By Stacey Schreiber Schinko

On May 15, 2020, the beautiful Kozee Montana Featherstone Medicinetop Decorah celebrated her three-month sobriety anniversary and was working hard to move back home to Wisconsin in the coming months.

COMMENTARY

The very next day she was murdered in Winnebago, Neb. by her so-called fiancé, Jonathan Daniel Rooney. This monster did horrible, unthinkable things to our Kozee. His inhumane actions were so severe in nature, it took 14 days for our Kozee to make it back home to Wittenberg, Wis., where she was a member of the Stockbridge-Munsee Tribe of Mohican Indians.

Her body was so burned beyond recognition that official identity confirmation was made through forensic dental records. He murdered her, threw her body and all of his clothes in an outhouse then burned it to the ground leaving only her skull and some of her bones left in the embers.

If that wasn't horrendous enough, he did all of this with Kozee's infant son present. I refuse to call Jonathan Daniel Rooney the father of Kozee's beautiful children because a real father, a real man would *never* take a mother from her children.

We are Kozee's voice and will not be silenced. Our mission is "Justice for Kozee." We are changing the narrative, Jonathan Daniel Rooney. Your lies will not be how our Kozee is remembered. When her name is said this is what people will know and remember.

Kozee was a kind-hearted soul with a contagious laugh. Kozee was only 22 years old, and a mother to three precious children who in her own words saved her life. Mila, Kyson and Tydus will know that no matter what; their mother Kozee



Kozee Decorah and her three children. Kozee was just 22 when she was murdered.

wanted them to know they were wished for, longed for, prayed for, and that they are forever loved.

Kozee's faith in God was strong, and she recently acknowledged it was time to let God run her life. The only sense we can make of this is God had a higher purpose for Kozee. Her death will save others. Her death will reform laws. Her death will not be in vain. Her death will bring awareness to Murdered and Missing Indigenous Women (MMIW) around the world. Her death will change lives. Her death will never kill her spirit.

On June 1, 2020, United States Attorney Joseph P. Kelly, District of Nebraska, charged Jonathan Daniel Rooney with *manslaughter occurring in Indian Coun-*

try for the death of Kozee Decorah. Yes, you read that right. This charge carries a maximum penalty of 15 years, maximum fine of \$250,000, three-year term of supervised release, and a \$100 special assessment. The maximum sentence does not equal the number of years Kozee Montana Featherstone Medicinetop Decorah was on this earth.

I am writing this requesting your assistance in modifying these charges to murder (premeditated, second degree, etc.), felony child abuse, illegal possession of firearms, obstruction, kidnapping and willful destruction of evidence.

There are nine (9) aggravating factors making murder punishable by death and the unthinkable actions of Jonathan Daniel Rooney meet three of the nine factors which include the following:

1. The murder was committed in an effort to conceal the commission of a crime, or to conceal the identity of the perpetrator of such crime;
2. The offender knowingly created a great risk of death to at least several persons;
3. The murder was committed knowingly to disrupt or hinder the lawful exercise of any governmental function or the enforcement of the laws.

I thank you for your time and consideration in this matter. God Bless You.

Stacey Schreiber Schinko is the spokesperson for Kozee Decorah's family.


Please sign and share the petition at this link: [Kozee](#)



BAD RIVER BAND OF LAKE SUPERIOR TRIBE OF CHIPPEWA INDIANS

CHIEF BLACKBIRD CENTER

P.O. Box 39 Odanah, Wisconsin 54861

Date: Monday, June 15, 2020
To: All Bad River Employees
From: Mike Wiggins Jr. Tribal Chairman / Executive Director 
Subject: Travel Guidance

As we begin our return to the workplace full-time, I wanted to share key guidelines. To date our Tribe has been very pro-active in preventive practices, which have resulted in zero positive COVID 19 cases on the Bad River Tribal Reservation. For that, I thank each of you. Together we have made a positive and collective difference.

The following guidelines apply to all Bad River Tribal employees when traveling outside the area. You should interpret this as travel to areas other than home and work, and regular weekly routines in your residential area.

- You should discuss all travel plans with your Supervisor in advance of that travel.
- If your work-related travel is essential, your Supervisor may approve your travel. Your Supervisor also may deny that travel request. Approved essential travel will see employees undergoing a rapid test for covid-19 upon return, prior to returning to your job site. The rapid test will determine if self isolation/quarantine is needed. In the event of a positive test as a result of work-related travel, time off will be covered under administrative leave time.
- Non-essential work travel is highly discouraged until further notice.
- For personal, non-essential travel into areas of great activity or higher populations (metro areas, cities, high levels of human activity), you will be required to take a COVID 19 test prior to returning to work. Please call the Bad River Health & Wellness Center ahead to schedule your test. Upon request, the clinic will provide you with a written copy of your test results. Self isolation/quarantine that is necessary due to personal travel will be covered with the employee banked leave. If in the event there was no leave bank, administrative leave could be considered for public health and safety. Communication with supervisors prior to travel is key.
- Depending on each circumstance of travel, you may be expected to self-quarantine upon return for a period of 14 calendar days and use the appropriate paid/unpaid leave.
- If, in the process of tracing and tracking, you have been identified as having been exposed to a positive COVID 19 citizen, you are expected to be COVID 19 tested and quarantined 14 days. Administrative leave would be provided.

Miigwech.



BAD RIVER BAND OF LAKE SUPERIOR TRIBE OF CHIPPEWA INDIANS

CHIEF BLACKBIRD CENTER

P.O. Box 39 Odanah, Wisconsin 54861

MEDIA STATEMENT

Bad River Statement on Prevention of COVID-19 within the Reservation

In a decision May 13, 2020 the State Supreme Court decided almost all of the State's Safer-at-Home Order, Executive Order 28, is not enforceable. In response Michael Wiggins Jr., Bad River Chairman, issued the following statement:

"The Bad River Tribal Council closed the gaming facility and limited other activities in Odanah, Wis. with the outcome of protecting our tribal community and surrounding areas.

"Regardless of the State Supreme Court decision, the Bad River Band of Lake Superior Chippewa will continue to follow the 'Safer-at-Home' guidance with the outcome of protecting the safety and health of the community while relying closely on the guidance of our public health and medical staff.

"We encourage other governments and municipalities or the broader public to voluntarily follow the safer-at-home guidelines to ensure the long-term safety and health of our communities."

For more information please read the Coronavirus Updates page at <http://www.badriver-nsn.gov/news/> and the attached Flyer. Miigwech!





Return to Work Dates

BAD RIVER BAND OF LAKE SUPERIOR TRIBE OF CHIPPEWA INDIANS

CHIEF BLACKBIRD CENTER

P.O. BOX 39

ODANAH, WI 54861

Date: Friday, June 12, 2020
To: All Employees of the Bad River Tribal Organization
From: Mike Wiggins Jr. Tribal Chairman / Executive Director
Subject: Return to Work Dates

Thank you to all of our employees who have worked so hard to protect our community from Covid 19 by social distancing, wearing masks, washing hands, and following all the CDC guidelines that are suggested.

We are at a point in time where our Tribal Organization is calling back our workforce. Below are notable dates regarding employees and their return back to work.

*Monday June 8, 2020 Bad River Health and Wellness employees returned to work.

*Monday, June 15, 2020, all Tribal employees will return to work.

*The Bad River Casino/Lodge/Restaurant/Gift Shop opening is still under review at this time. There will be more information put forward regarding our prospective Casino opening date.

There are some procedures and initiatives that we are implementing for public health and safety and for the safety of our organizational employees:

- All Tribal/Enterprise employees must be tested for COVID 19 at the Bad River Health & Wellness Center prior to your return to work. Please make an appointment to be tested between now and Monday, June 15, 2020. Employees will not be allowed to return without this test being administered. The Health & Wellness Center nursing staff have been busy with this effort and stand ready to assist you.
- Tribal Governance via Human Resources will send you a Policy requiring a daily temperature screen. This is a simple temperature and verbal status check to be administered as you enter your respective Bad River work facility each workday.

We have talked to Department Heads and will be open to flex scheduling and other creative solutions from our various departments on a case by case basis to maximize social distancing while maintaining program continuity.

Chi Miiigwech.

BAD RIVER BAND OF LAKE SUPERIOR TRIBE OF CHIPPEWA INDIANS

CHIEF BLACKBIRD CENTER

P.O. BOX 39

ODANAH, WI 54861

COVID-19 tests a must before returning to work

June 8, 2020

To: All Bad River Employees

From: Ron Teliszcak

Subject: COVID 19 Testing

It was requested that this memo be sent to all employees. During the Tribal Council Meeting on June 3, 2020, the Tribal Council voted unanimously that COVID 19 testing shall take place. That is, before you return to work next week, you must be COVID 19 tested at the Bad River Health & Wellness Center. This is mandatory.

Please call the Health & Wellness Center as soon as possible to schedule your test. The phone number to call is (715) 682-7133. You will not be allowed to return to work without having taken this test.

If you do not take your COVID 19 test, you will have to take annual leave or leave without pay until after you have your test.

Thank you.



Ron Teliszcak
HR Manager



BAD RIVER BAND OF LAKE SUPERIOR TRIBE OF CHIPPEWA INDIANS

CHIEF BLACKBIRD CENTER

P.O. Box 39 • Odonah, Wisconsin 54861

BAD RIVER RECYCLING & SOLID WASTE DEPARTMENT

EFFECTIVE DATE NOTICE JUNE 13, 2020

THE DEPARTMENT WILL BE REQUIRING THE USE OF **BLUE RESIDENTIAL STICKERS** WITH EFFECTIVE DATE STARTING ON JUNE 13, 2020 FOR ALL CURB-SIDE PICK-UP OF SOLID WASTE.

PLEASE REMEMBER TO PICK-UP **BLUE RESIDENTIAL STICKERS** BEFORE THIS DATE @ ALL USUAL PLACES OF SALE.

CHI - MIIGWECH TO THOSE INDIVIDUAL'S WHO UTILIZED THEM DURING THAT TIME FRAME ALSO!!



BAD RIVER BAND OF LAKE SUPERIOR TRIBE OF CHIPPEWA INDIANS

CHIEF BLACKBIRD CENTER

P.O. Box 39 Odanah, Wisconsin 54861

NOTICE

Bad River Lake Superior Chippewa Indian Reservation and Road Closure

In order to maintain public health, safety, and limit exposure to COVID-19 the Bad River Band of Lake Superior Chippewa has issued the following order:

NOTICE:

The BAD RIVER BAND OF LAKE SUPERIOR CHIPPEWA serves notice that non-tribal access to Bad River Tribally owned FCL or open MFL lands within the boundaries of the Bad River Reservation is hereby revoked. Trespassers to BAD RIVER BAND OF LAKE SUPERIOR CHIPPEWA FCL or open MFL lands will be subject to citations for trespass.

And;

Access to all Bad River Reservation roads off of US Hwy 2 State Hwy 169, State Hwy 13 and County A (Road detail below) are closed and will be operating under restricted access until further notice. Access is restricted except to the following:

- * All Community residents;
- * Bad River Members;
- * Tribal Government essential employees;
- * Delivery of necessary goods and services, US Post Office, and Food and basic necessities, and other preapproved personnel

Closed roads: Birch, Pine Flat, Falls, Elm Hoist, Potato River, Joima, Jusala, Albert Mattson, West Fire Lane, Stones, First Landing, Second Landing, Goslin, Kagerville, Kakagon, Lake, Madigan, Beauregard, Ackley, Government, Graveyard Creek

Miigwech (Thank you),

Mike Wiggins Jr.
Tribal Chairman
(715) 292-2930



Tribal policy means daily screening for all employees

COVID-19 Temperature and Screening Policy and Procedure DAILY SCREENING OF ALL EMPLOYEES

The purpose of this procedure is to define the Bad River Tribe's policy with respect to daily screening and temperature administration for all Tribal Employees during the current COVID-19 pandemic.

Defined:

Pandemic: A disease prevalent over the whole country or the whole world.

Scope of this Policy:

This is a mandatory procedure and shall be followed daily by all Bad River Tribal employees upon entering the Tribal facility in which they work.

The Policy:

Effective Monday, June 15, 2020, all employees reporting to work will be screened daily for respiratory symptoms and have their body temperature taken as a precautionary measure to reduce the spread of COVID-19.

Every employee will be screened, including having his or her temperature taken, when reporting to work. Employees should report to their work location or a central screening location upon arrival at work and prior to entering any other Bad River Tribal community facilities.

Each employee will be screened privately by a designated screener, using a touchless forehead/temporal artery thermometer. The employee's temperature and answers to respiratory symptom questions will be documented, and the record will be maintained as an employee data log.

An employee who has a fever at or above 100.0 degrees Fahrenheit or who is experiencing coughing or shortness of breath will be sent home to follow the Return to Work Following Screening Temporary Policy. The employee should monitor his or her symptoms and call a doctor or use telemedicine if concerned about the symptoms.

Each Tribal Department will manage their own screening process. For departments with a population of more than ten (10) employees, the Department Head is responsible for designating and scheduling employees to conduct screening in their location. In cases of facilities housing multiple departments (Blackbird Center, Health & Wellness Center), Department Heads will work together for the designation and scheduling of screener employees.

Employees designated as screeners will be trained by the Health & Wellness Center Medical Team.



BAD RIVER COMMUNITY 2020 SPRING CLEAN-UP

The Bad River Recycling & Solid Waste Department will be conducting the Annual Spring Clean-Up efforts with help from the Town of Sanborn, Bad River Roads & Bad River Facilities.

Start/End dates: June 22nd - July 3rd

We are asking the community for help in making this clean-up effort as *efficient & safe as possible*.

By following these simple guidelines set forth

1. Have all material *Separated* (wood, metal, household goods, e-waste etc.)
2. Have all loose materials bagged or boxed up for *safe* transportation!
3. Have all material curbside (*not in the ditch line*)
4. ***Do not put*** Recyclables or Weekly Household Trash with Spring Clean-Up Material.
5. Everyone *must* have all discarded materials curbside by *June 22nd*
6. We will be accepting Spring Clean-Up materials @ the Recycling Center *also starting June 22nd* for those individuals that want to bring down materials.
7. Please have tires stacked and ***NOT*** on top of other piles, (8) tires max per household.
8. NO BIO-HAZARDS, (sharps, medical supplies or medications).
9. All white metal items such as (refrigerators, stand or chest freezers) must have doors removed and must be empty. (No rotten food or meat).

If special pick-up is required for elderly or disabled, *notify* the Bad River Recycling Center by *June 12th* so arrangements can be made for these services by calling Us @ 715.682.7880.

Sign up by calling HR Assistant / Prisscella Dax @ 715.685.7840 ext. 1520

GREAT LAKES INDIAN FISH & WILDLIFE COMMISSION

P. O. Box 9 • Odonah, WI 54861 • 715/682-6619 • FAX 715/682-9294

• MEMBER TRIBES •**MICHIGAN**Bay Mills Community
Keweenaw Bay Community
Lac Vieux Desert Band**WISCONSIN**Bad River Band
Lac Courte Oreilles Band
Lac du Flambeau Band**MINNESOTA**Fond du Lac Band
Mille Lacs Band**FOR IMMEDIATE RELEASE:**Contact: Travis Bartnick, (715) 682-6619 ext. 2166, tbartnick@glifwc.org**Invasive Species Control Season**

The Great Lakes Indian Fish and Wildlife Commission (GLIFWC) will be continuing control efforts for invasive species, including dalmation toadflax, leafy and cypress spurge, purple loosestrife, wild parsnip, garlic mustard, teasel, yellow iris, and non-native phragmites in Ashland, Bayfield, Douglas, and Iron counties. Work will take place from June through September, primarily within road rights-of-way. Control efforts include manual removal, spot applications of herbicide, and biological control for spurge and loosestrife.

Non-native invasive species can harm native ecosystems across the landscape. Some invasive species can also cause physical harm to wildlife, livestock, and humans. Leafy and cypress spurge can be toxic to deer and cattle, and will displace native plants and forage. Purple loosestrife and non-native phragmites threaten local wetlands and coastal estuaries by displacing native plants and reducing diversity. Wild parsnip can cause phytophotodermatitis if your skin comes in contact with the plant sap in the presence of sunlight, leading to a rash, blistering, and/or skin discoloration that may last several months. Garlic mustard outcompetes many native plant species and is becoming an increasing nuisance in the northwoods. Yellow iris can expand quickly, forming dense monotypic stands that can replace and crowd out valuable native aquatic plants.

The control crew will be following CDC recommendations to prevent the spread of respiratory diseases such as Covid-19 while conducting their work. This will include the use of PPE, driving in separate vehicles, and maintaining safe distances from others.

Maps depicting the local distribution of invasive species and past control efforts can be found at <http://maps.glifwc.org>. For general information, please visit GLIFWC's invasive species website at: <http://invasives.glifwc.org>. Contact Travis Bartnick at (715) 682-6619 ext. 2166 or email at tbartnick@glifwc.org for more information.

Garlic mustard

What Tribal Members need to know about COVID-19

What is coronavirus disease 2019 (COVID-19)?

Coronaviruses are a type of virus (germ) that can cause cold-like symptoms and sometimes serious problems with lungs and breathing. COVID-19 is a novel (new) coronavirus.

What are the symptoms of COVID-19?

Mild to severe respiratory illness, or problems with lungs and breathing. Symptoms include:

- **Cough or shortness of breath.**

Or at least two of these symptoms:

- **Fever, chills, repeated shaking with chills, muscle pain, headache, sore throat, or new loss of taste or smell.**



How does COVID-19 spread?

Person to person by coughing, sneezing, or personal contact like touching or shaking hands. Someone with mild symptoms may spread the disease without knowing they are sick.

Who is most at risk?

Anyone can get COVID-19. Those at risk of severe illness include:

- **Elders and adults over 60 years of age,**
- **People with heart disease, lung disease, or diabetes.**

How can I protect myself and my family?

Stay at home. "Social distancing" is recommended. This means keeping your family at home and away from others who may be sick.

- If you must go out, wear a mask or bandana and try to stay 6 feet away from others.
- Avoid gatherings with other people.
- Avoid touching your eyes, nose, and mouth.
- Do not shake hands, hug, or touch others.
- Wash your hands often with soap and water for at least 20 seconds or use hand sanitizer.

If someone gets sick, what can they do?

- **If someone thinks they have been around someone with COVID-19 and they get a fever and symptoms such as cough or trouble breathing, they should call their healthcare provider or local Indian Health Service unit for medical advice.**
- In an emergency, call 911.
- People who are mildly sick with COVID-19 do not need to see a healthcare provider and are able to recover at home.
- Cover coughs and sneezes with a tissue, then throw the tissue in the trash and wash hands.
- Stay home and away from others for 14 days to avoid getting others sick.
- Caregivers should keep sick family members away from others in the home and clean and disinfect surfaces and items that are touched often, like door handles, sink handles, toilets, remote controls, etc.

Is there a vaccine or treatment?

There is no vaccine. The best way to reduce the risk of getting sick with COVID-19 is to practice social distancing and healthy habits like washing hands regularly.

There is no specific treatment for COVID-19, but medical care can help relieve symptoms. If you are sick, call your healthcare provider for instructions.

Have there been cases of COVID-19 in our state?

Yes, there have been cases in all 50 states.

For more information:
[CDC.gov/coronavirus](https://www.cdc.gov/coronavirus)



JOHNS HOPKINS
CENTER FOR AMERICAN
INDIAN HEALTH

Effective May 5, 2020
Source: CDC

Bad River Transit adds a third bus

NOTICE

Due to the increasing demand for transit service **The Bad River Transit** will add another bus to the schedule, overlapping the service of the other two buses currently operating. due to the increase in ridership **face masks will be required for all passengers Beginning on the effective date below** we will provide your first one if you don't have one, we only have a limited supply on hand, it is suggested to purchase or make your own for future use. Keep in mind the use of social distancing while riding the bus. Our buses are deep sanitized after every shift and disinfected regularly during each shift.



The New Times Effective June 15, 2020

- 630am to 430pm (Bus 1) 7 days a week
- 900am to 600pm (Bus 2) Except Sundays
- 400pm to 1200am (Bus 3) 7 days a week
- Times are subject to change as needed, watch for further postings and updates.

Schedule your Ride by calling one of the numbers listed:
715-292-1108 715-292-1109 or 715-292-1105

We will still be operating with the on-call type service until further notice, **"Essential Transports Only"** are still in effect, Medical appointment to BR Clinic, Work, Groceries (Walmart) or for personal care for elderly/family members, **Please call well in advance of your pickup time**, we will continue to do our best to serve.

ALL FARES ARE STILL SUSPENDED UNTIL FURTHER NOTICE





BAD RIVER HOUSING AUTHORITY

P.O. BOX 57 • Odanah, Wisconsin 54861 • (715) 682-2271 • FAX (715) 682-6818

BAD RIVER HOUSING AUTHORITY COMMUNITY NOTICE FOR PUBLIC COMMENT IHBG CARES ACT TINY HOME BUILD

The purpose is to allow for community feedback of any questions or concerns related to the Tiny Home build in Aspen Acres. The Bad River Housing Authority intends to build 5 tiny home structures to prepare, prevent and respond to COVID-19 in the Bad River community.

The plan of this project includes building 5 tiny homes on scattered sites, that are pre-developed in the Aspen Acres community. This project will include building tiny homes as an isolation location during COVID-19. These tiny homes are intended to address overcrowding. The intent is to eliminate the spread of COVID-19 to community members and family by staying in an isolated location.

Please respond with comments by June 26, 2020

Jennifer Toribio-Warren
Executive Director
jtoribio@badriver-nsn.gov

Arthur Schenk
Assistant Director
assistedir@badriver-nsn.gov

Bad River Housing Authority
P.O. Box 57
Odanah, WI 54861
Ph: (715)-682-2271, ext. 1677
Fax: (715)-682-6818



Giniijaanisinaanig Round Up 2020-2021 School Year

Headstart/Early Headstart

Round-up/Registration for school year 2020-2021 will be held
on **Monday June 22nd to Friday June 26th 2020**
at 53552 Abinoojiyag Road (by the clinic)
from 10:00 am-3:00 pm daily.

If you're a parent/guardian of a new or returning child,
you must attend the Round-Up Registration
for the 2020-2021 school year.

Pick up your application curbside at the Giniijaanisinaanig building
Staff will be on site to assist you with the application

It is NOT necessary to bring your child.
You will be busy with paperwork!

If your student(s) are transitioning from EHS to Headstart you will
need to complete a new application. We rank the children based
upon our priority system. Those Children with Disabilities, Special
Needs, and are 4 years of age, shall receive priority over all other ap-
plicants until each slot is filled. The remaining children will be placed
on a waiting list based on a September 1st birthdate.

**One (1) Priority Point will be given to those
parents that attend and complete the app during round-up week.**

It will take approximately one (1) hour to register.

**Please bring the following documents
when you come:**

- **Child's Birth Certificate**
- **Medical Insurance card**
- **Immunization records**
- **Income verification**

(These MUST be on file before your application is complete)

If you have any questions,
please call the Giniijaanisinaanig
@ 682-7144.



Join Us...Maawani'idiwag ☺
**Bad River's Ojibwemowin Virtual
Language Table!!**

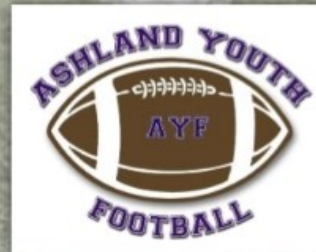
Every Wednesday...Endaso-Aabitooseg
Two Sessions: (5-6:30 p.m.) & (7-8:30 p.m.)

Via Zoom# 89840911902
Link: <https://us02web.zoom.us/j/89840911902>



ATTENTION YOUTH

*Bad River Healthy Lifestyles program & Ashland Youth Football
are teaming up to host registration day for
up-coming fall season*



**Any youth entering grades 5th-8th
ALL FEMALES & MALES are welcome**

June 24th & 25th 2020

2:00 - 6:00 pm both days

Located at the Youth Services Dept.

(53872 Oak Street Odanah, WI)

For additional information, please contact Nate @715-292-9952

‘Drum Beats,’ Deadline!

To get your news item in the next edition of “Drum Beats,” send email to NewsLetter@BadRiver-nsn.gov or call 920-857-4673 by noon on:

July 2



FREE Sports Physicals

with the donation of a non-perishable food item

Friday, July 10 8:30 AM - 4:15 PM
 Monday, July 13 8:30 AM - 4:15 PM
 Friday, July 17 8:30 AM - 12 Noon
 Monday, July 27 8:30 AM - 4:15 PM
 Wednesday, July 29 8:30 AM - 12 Noon
 Friday, July 31 8:30 AM - 4:15 PM

Call
715-685-6010
 to make an
 appointment

Memorial Medical Center - Register at the Specialty Services Entrance

Memorial Medical Center

1615 Maple Lane
 Ashland, WI 54806

ashlandmmc.com

Appointment required.
 (715) 685-6010



**Memorial
 Medical Center**
Right here in the place we love.

Notice

The Bad River Judgement Fund Committee will be accepting proposals to be included on the year **2020** election ballot from June 24, 2020 to August 6, 2020. No proposals will be accepted before or after these dates. Proposals will be listed on the ballot in the order they are received. Funding limit - TBD but not to exceed \$50,000.00

Special Meeting Dates:

June 24, 2020 4:30p.m.	July 29, 2020 4:30p.m.
July 2, 2020 4:30p.m.	August 6, 2020 4:30p.m.
July 8, 2020 4:30p.m.	
July 22, 2020 4:30p.m.	

Regular Meeting Dates:

July 15, 2020 4:30p.m.
 August 19, 2020 4:30p.m.

Meetings will take place at the Chief Blackbird Center in Conference room C.

Bad River Food Shelf Hours

Monday: 9 a.m.-noon

Tuesday: 11 a.m.-2 p.m.

Wednesday: 9 a.m.-noon

Thursday: 11 a.m.-noon

Friday: 9 a.m.-noon

Anyone needing Food Shelf please call ahead before noon, 715-682-7127. If there is no answer leave a message with a return phone number.



Education Department remains open to offer help during COVID-19

The Bad River Education Department remains open during the COVID-19 pandemic.

The department can be contacted at the information listed here for all of your higher education needs.

If you are a current student who will be continuing college in the Fall, please send email for a scholarship application and any questions you might have. We are here to help!

Education Dept.

Bad River Tribe

P.O. Box 39

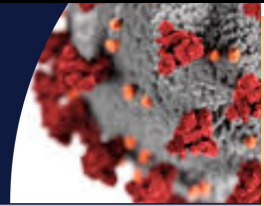
72682 Maple St.

Odanah, WI 54861

Phone: (715) 682-7111 ext. 1533



COVID-19



COVID-19 is Still in Our Communities



PROTECT YOURSELF AND OTHERS

The order is gone, but the virus is not.

Disinfect Surfaces



Limit Travel
Outside of Home



Stay Home When Sick



Follow Local Orders



Avoid Mass Gatherings



Stay 6 Feet Apart



WASH YOUR HANDS

Wash your hands with soap and running water when are visibly dirty.

Clean your hands even when not visibly dirty by using alcohol-based hand-sanitizer or soap and water.

- After coughing or sneezing
- Before, during and after you prepare food
- Before eating
- When caring for the sick
- After handling animals or animal waste
- After using the toilet

If your business is allowed to open visit:
<https://wedc.org/reopen-guidelines/>





BAD RIVER HOUSING AUTHORITY

P.O. BOX 57 • Odenah, Wisconsin 54861 • (715) 682-2271 • FAX (715) 682-6818

Request for bids on projects

Bad River Housing Authority
P.O. Box 57
75860 US Hwy 2, ~~Odenah~~, WI 54861

Request for Bids on the Following Projects
Unrestricted sealed bid solicitation for Labor and Materials

Only qualified licensed and insured contractors may bid these projects

**BRHA2020-21 Modernization
& Scattered Homes**

Mandatory Conference & Pre-Bid site visit: 6/29/2020 at 9:00 am

Bid packets can be picked up in advance by calling the Bad River Housing Authority on or e-mailed by contacting the Project Manager 715-682-2271 or brhpm@badriver-nsn.gov
Work consists of Roofing, Siding, Doors, Windows, Painting and Misc. Repairs.

COVID-19 Reminders:

At a time when things are changing, it is important for us to remember that COVID-19 is still around us, and we need to continue to take precautions to keep ourselves and our communities safe. Here are some things you can do:

Wash Your Hands Often

Avoid Touching Your Mouth, Eyes, and Nose

Obey Social Distancing Rules

Wear a Mask

Avoid any Unnecessary Traveling

Exercise and Eat Well to Remain Healthy

We all have to do our part to ensure our Community remains healthy. If you have questions contact Public Health Nurses Pam Feustel or Tina Gerovac-Lavasseur at 715-682-7133 . Stay Safe and Be Well.





Apply Now for the Summer & Fall Semesters

Summer Registration

March 23, 2020-

May 29, 2020

Fall Registration

March 23, 2020-

August 28, 2020

Programs & Certificates

BUSINESS

CULINARY ARTS

EARLY CHILDHOOD

HUMAN SERVICES

LEGAL STUDIES

LIBERAL ARTS

NATIVE AMERICAN STUDIES

NURSING AND ALLIED HEALTH

SCIENCE

MAIN CAMPUS

LAC COURTE OREILLES

OUTREACH LOCATIONS

BAD RIVER

LAC DU FLAMBEAU

RED CLIFF

ST. CROIX

SUMMER CLASSES START JUNE 1, 2020

FALL CLASSES START AUGUST 31, 2020

CALL TO LEARN MORE | 715-634-4790

lco.edu f @ t i n v



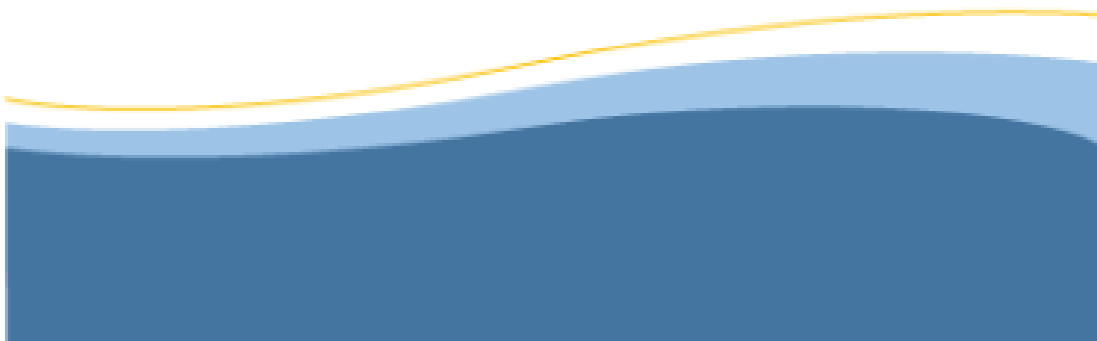
Bad River Health and Wellness Center CLINIC SERVICES

During the COVID-19 crisis, the Bad River Clinic WILL be open for other services. If you have a chronic health condition such as diabetes, hypertension, or are feeling ill, please call the clinic at

* 715-682-7133 to schedule an appointment

While the process of entering the clinic has changed at this time, **we are still here to serve you.** Please call with any questions, or to schedule your appointment today!

Stay safe and be well.






Women's Health Services

* Just a quick reminder that you
can still be seen at the Bad River
Health and Wellness Center
during the COVID-19 Crisis for all
your Women's Health Care
Needs, including **BIRTH CONTROL!**

Please call the clinic at
(715) 682-7133 to make your
appointment today!



Care for your mental health, too!

During the COVID-19 Crisis, it is just as important to care for your mental health as it is your physical health. If you or someone you know is struggling, REACH OUT. Here are just a few of the resources available. We will continue to share free resources with you during this difficult time.

Mental Health:

7 cups: www.7cups.com; free online text chat for emotional support and counseling

Disaster Distress Helpline: 800-985-5990

Or text TalkWithUs to 66746

Suicide Prevention Hotline: 800-273-8255

Or text CONNECT to 741741

MoodGYM: moodgym.com.au

National Domestic Violence Hotline: 800-799-7233

Recovery Resources:

Bad River AODA Open Recovery Meeting: 4pm daily.

<https://global.gotomeeting.com/join/130162509>

Or call 1-646-749-3122 Access Code: 130-162-509

In The Rooms: intherooms.com/home/

Please call the Bad River Health and Wellness Center at 715-682-7133 if you have questions or would like more information



New Signs and Symptoms of COVID-19 seen in children

WHAT TO LOOK FOR:

High Fevers (lasting for 5 or more days)

Rashes on the Torso or Groin

Blood Shot Eyes

Red Swollen lips

Red hands and soles of feet (resembling sun-burn)

Swelling in the lymph nodes

Peeling skin on hands and feet

Temporary Hearing Loss

Low Blood Pressure

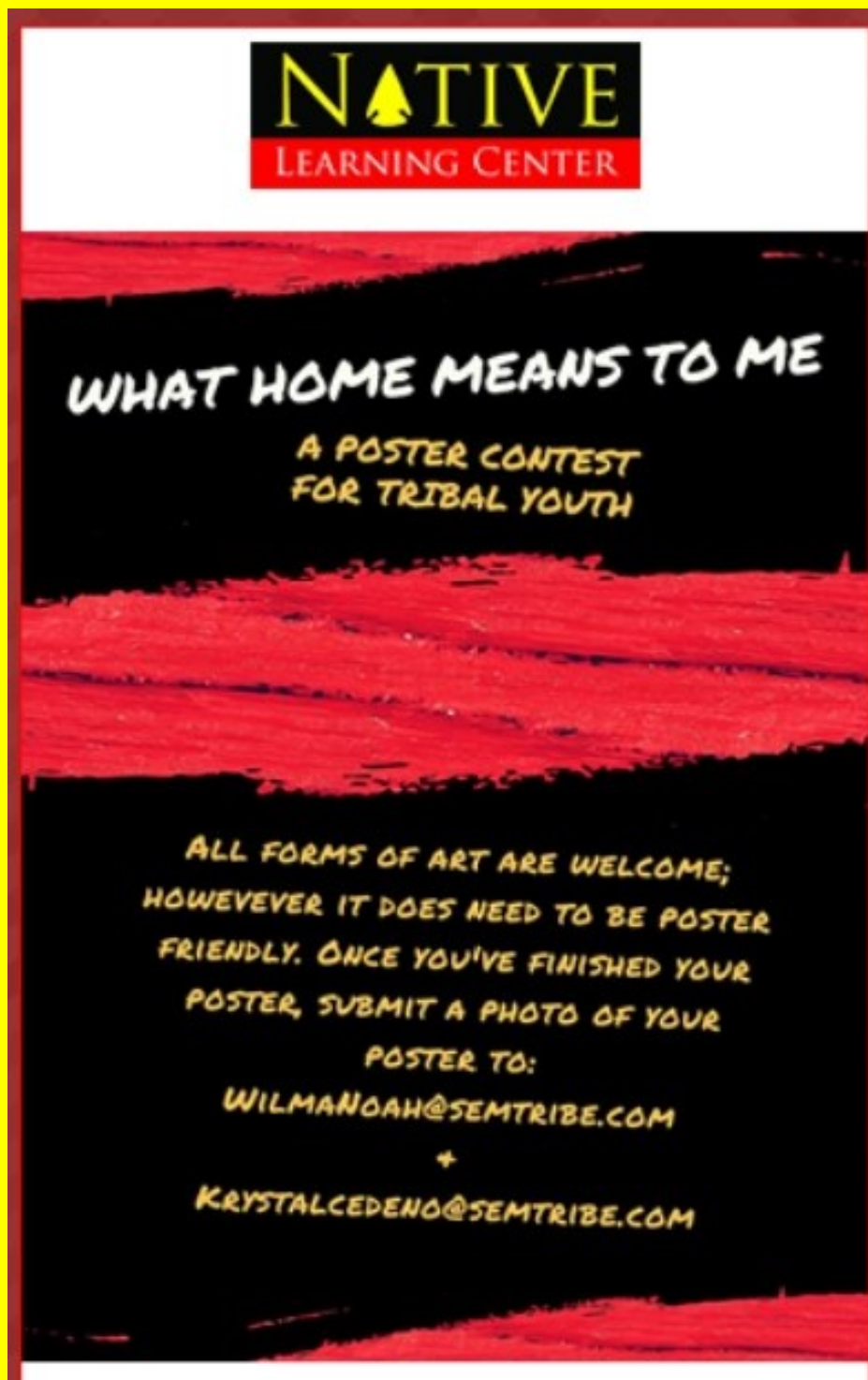
Confusion

Headaches

Muscle Aches

**If your child is
experiencing any of
these symptoms,
please contact your
health care
provider ASAP.**





Continued below, on Page 36



Continued from Page 35

WHAT HOME MEANS TO ME A POSTER CONTEST FOR TRIBAL YOUTH

ENTER TO WIN A PRIZE!
Accepting Submissions from
April 1- June 30, 2020

All Tribal Communities are Welcomed to Submit! All Posters Must Be Original Art Work. You May Use: Markers, Paints, Crayons, Colored Pencils, Beads and Fabric! Get as Creative as you'd like! Create a poster that shows what home means to you!

All forms of art are welcome; however your submission does need to be poster friendly. Once you've finished your poster or if you have any questions, submit

to: WilmaNoah@semtribe.com or KrystalCedeno@semtribe.com

3 AGE GROUP WINNERS!
5-10; 11-13; 14-18





"Giniijaanisinaanig- All Our Children" Newsletter Bad River Headstart

Soft Opening tentatively scheduled for July 1st for Early Head Start.

Early Headstart classrooms will have 8 children maximum

We will be working on a curbside pick up app to ease transition and improve communication with families.

Only staff will be allowed in the facility at this time in compliance with CDC recommendations. We are doing this to keep our children and employees safe.

Temp. Check upon arrival to building <100 and daily checks for other Covid-19 symptoms children with symptoms will be requested to be picked up.

No toothbrushing during school hours (will encourage this activity be done at home)

Parents/guardian's are encouraged to update their children's applications if you haven't done so already. Please be sure your children's applications are up to date, you must have on file Birth Certificates & income.

***Parents/guardians can email these documents ASAP to adhere to social distancing ***

Please check with Family Services: Nona Crowe, Samantha Nordin, or Tony Gilane

IN THE WORKS

A graduation for students heading to the big school in Ashland is in the works. We will be distributing information on the potential dates for the graduation and more details via this informational letter as they become available. Please check your social media and the Bad River Headstart FB page as schedules or arrangements may change from day to day.

If any questions feel free to call the Headstart office at 715-682-7144





Some tips to help you through the day

Boozhoo, from the Bad River Health & Wellness AODA Program

**I'd like to share a few helpful suggestions
to help you through the day**

**While we are back at work we are remembering to social distance, wear masks, wash hands,
and to include our relatives/family/friends that are home and in the community. Miigwetch
for reading and please share**

**Possible things to do to while at home. Possible things to help others to prevent substance
abuse.**

Make crafts, beadwork, knitting, art work, planting, gardening, etc.

Meditate, make time for prayer and thought

Listen to music, learn to play an instrument, sing, hum

Whistle (remember to whistle while you work)

Daily reading, read positive quotes, affirmations

Do breathing exercising, breath in, breath out, allow your lungs to do the work

Spend time with positive people in positive environments

Self-prayer, self-smudging, asema offering

**Be mindful of negative words and thoughts. Don't allow words to control or keep you feeling
down. We have been told tomorrow or moments of the future is unknown, try and lift your
spirit, we only have one chance for this life. Somedays we can only handle day by day, or mo-
ment to moment. Make the best of it!**

If I can help or find someone, you're comfortable with please call

Penny Charette: Cultural Liaison/AODA Support Staff @ 715-682-7133 ext. 4353

**If your struggling with alcohol/substance abuse, the Bad River AODA Program is offering a
virtual on-line meeting, and social distancing office visits**

We can help you find a sponsor if your struggling

***If you would like to talk or meet with an AODA Counselor, or Peer Specialist, please call the Bad
River AODA Program @ 715-682-7863 to set up an appointment***

We are in this together



GREAT LAKES INDIAN FISH & WILDLIFE COMMISSION

P. O. Box 9 • Odanah, WI 54861 • 715/682-6619 • FAX 715/682-9294

• MEMBER TRIBES •**MICHIGAN**Bay Mills Community
Keweenaw Bay Community
Lac Vieux Desert Band**WISCONSIN**Bad River Band
Lac Courte Oreilles Band
Lac du Flambeau Band**MINNESOTA**Fond du Lac Band
Mille Lacs Band**JOB ANNOUNCEMENT**

TITLE: Payroll & Benefit Manager

DEPARTMENT: Administration

CLOSING DATE: July 17, 2020, or until filled

CLASSIFICATION: Permanent, Full-Time

SALARY: Starting Salary Range: \$32,264 – \$43,679 (Dependent on Qualifications). Note: Position has been classified as 50% tax-exempt for qualified tribal members under Internal Revenue Code §7873 – Tax Exemption for Income Derived from Treaty Fishing Rights-Related Activities. Benefits include medical, vision and dental insurance; retirement plan (6% contribution); cafeteria plan; disability insurance; and life insurance.

DUTIES AND RESPONSIBILITIES

The Payroll & Benefit Manager is responsible for accurately preparing and processing payroll on a bi-weekly basis and administering the Commission's health benefit and retirement plans. The position assures proper tax treatment, accounting, and disposition of withholdings, such as taxes, deductions for benefits, retirement contributions, garnishments, etc. Serves as the primary contact both internally and externally for all payroll and benefit related requests or questions. Completes and assures accuracy and compliance of all federal, state, and organizational reporting requirements concerning payroll and benefits.

QUALIFICATIONS

Applicants must possess a minimum of an Associate's Degree in Accounting or Finance with one year of demonstrated experience. In addition, applicants are required to demonstrate:

- Proficiency in payroll and accounting software (Abilia MIP Fund Accounting preferred)
- In-depth knowledge of and experience in calculating and processing payroll, balancing payroll liability accounts, administering EFT payments for payroll liability accounts, administering multiple health benefit programs and retirement plans, worker's compensation claims, unemployment claims, quarterly and annual payroll reports, and employment verifications
- Ability to interpret and administer policies and relevant laws related to retirement plans & benefits
- Understanding of accounting principles, payroll methods, Internal Revenue Service regulations, federal and state tax regulations. Experience in Wisconsin, Michigan, and Minnesota is preferred
- Proficiency with Microsoft Office software (Excel, Word, Outlook) and Adobe Acrobat Pro DC.
- Strong skills in written and oral communication
- Must have a valid driver's license and be insurable
- Work or other relevant experience with Indian Tribes, non-profit or governmental agencies preferred
- Indian preference will be applied consistent with GLIFWC policies and the federal Indian Self Determination and Education Assistance Act (PL 93-638)

APPLICATION PROCEDURE

Submit a completed GLIFWC application for employment (available at www.glifwc.org), letter of interest, resume, and three professional references to: Keith Rolof, GLIFWC, P.O. Box 9, Odanah, WI 54861;
OR email to: krolof@glifwc.org with subject: 2020 Payroll & Benefit Manager Application

BAD RIVER BAND OF LAKE SUPERIOR TRIBE OF CHIPPEWA INDIANS

CHIEF BLACKBIRD CENTER

P.O. Box 39, Olanah, Wisconsin 54861

NOTICE

GRAVEL PURCHASE FOR 2020

The Bad River Roads Department will be offering crushed gravel for individual purchase this year.

There is also a limited amount of fill dirt available. Fill can be found in the field directly north of the casino. If anyone would like to haul this themselves please feel free to take as much as you like. **The Roads Program will not be delivering fill dirt.**

Limit of 5 loads per residence (25 yards) of crushed gravel.

PRICES:

Crushed Gravel per 5 yard load \$19.00 per yard = \$95.00 per load (5 load max.)

The deadline for ordering will be September 18, 2020.

All payments should be made at the Bad River Tribal Accounting Office. Please make sure you leave a contact name and number when payment is made.

Deliveries will begin in late June to early July or as soon as possible thereafter. Repairs to roadways will take precedence and private order deliveries will not begin until road repairs are caught up.

Any question please contact:

Ben Connors Sr
roadsmgr@badriver-nsn.gov
Ph: 715-682-7153 ext 1343
Cell: 715-292-1728



Telephone (715) 682-7111

Fax (715) 682-7118

Mining Wisconsin's Riverways: Past & Present Issues & Activism



This 4-part virtual panel series will feature tribal historians, tribal allies, and environmental and political experts connected to the Wolf and Menominee Rivers. Panelists will discuss their experience in cultural and environmental activism, as well as their knowledge of the mining process, followed by a brief Q&A.

Tribal Histories, June 23rd, 6:30-7:30P

Tribal Allies, July 7th, 6:30-7:30P

Mining & the Environment, July 21st, 6:30-7:30P

Regulatory Mining Process, August 4th, 6:30-7:30P

Join at
wolfriveractioncommittee.com
(live June 18th)

Contact: Wisconsin Conservation Voices,
WI Native Vote (920) 366-7636

Wisconsin Conservation Voices is a non-partisan, non-profit organization aimed at engaging voters to protect our state's environment. WI Native Vote is an affiliate working directly with WI's tribal nations.

BAD RIVER BAND OF LAKE SUPERIOR TRIBE OF CHIPPEWA INDIANS

CHIEF BLACKBIRD CENTER

P.O. Box 39 Odanah, Wisconsin 54861

REQUEST FOR PROPOSALS

FOR

Head Start/Early Head Start Picnic Tables

Bad River Band of Lake Superior Tribe of Chippewa Indians is seeking proposals through solicitation for 10 (2 adult size, 6 child size, and 2 toddler size) picnic tables. We would prefer the tables have a natural wood stain/seal finish. Tables will need to be delivered to the new H.S./E.H.S. building by August 1, 2020

Proposals are required to contain the total price (cost of materials and labor) for all 10 completed tables.

The Bad River Band of Lake Superior Tribe of Chippewa Indians is a federally recognized Indian Tribe organized under Section 16 of the Indian Reorganization Act of 1934, U.S.C. Section 476. This entitles the Tribe to government pricing and exempts the Tribe from state sales and use taxes and from federal excise taxes. Therefore, price quotations should not include such taxes.

This Request for Proposals is open to all qualified, responsive bidders. Indian Preference will apply in the selection process in accordance with the Tribal Employment Rights Ordinance (TERO) or the Indian Preference Act of 1934 (Title 25, USC, Section 47), based on funding source requirements. Questions regarding TERO, and if the TERO fee applies to the RFP, may be directed to the Bad River Band's Human Resource office at 715-682-7111.

Firms or persons applying for Indian preference must provide evidence in its proposal of 51% or more Indian ownership. In addition, the firm or person must provide evidence of structure, management and financing affecting the Indian character of the firm. Documentation of and compliance with Indian Preference must accompany the proposal.

Sealed bids must be labeled "H.S./E.H.S. Picnic Tables" and submitted by July 1st at 12:00p.m. to:

Bad River Tribe
Chief Blackbird Center
Attn: Executive Secretary
PO Box 39/72682 Maple St
Odanah, WI 54861

Questions regarding this project can be directed to Nona Crowe, Bad River H.S./E.H.S. Assistant Director at 715-682-7144 Ext. 1461

Bid opening will be scheduled at Bad River Head Start 53552 Abinoojiyag Road Ashland, WI on July 1, 2020 at 1:30 p.m.

Any or all bids may be rejected when in the best interest of the Bad River Tribe.

Program:	<u> </u>
Accounting:	<u> </u>
Posted:	<u>6/18/20</u>
	<u>2:00</u> am/pm

GREAT LAKES INDIAN FISH & WILDLIFE COMMISSION

P. O. Box 9 • Odanah, WI 54861 • 715/682-6619 • FAX 715/682-9294

**• MEMBER TRIBES •****MICHIGAN**

Bay Mills Community
Keweenaw Bay Community
Lac Vieux Desert Band

WISCONSIN

Bad River Band
Lac Courte Oreilles Band
Lac du Flambeau Band

MINNESOTA

Fond du Lac Band
Mille Lacs Band

VACANCY ANNOUNCEMENT

TITLE: Outreach Coordinator

DEPARTMENT: Division of Intergovernmental Affairs

CLOSING DATE: August 7, 2020

CLASSIFICATION: 1 year, full-time (renewable dependent on funding)

SALARY RANGE: \$32,805 - \$36,564 (DEPENDENT ON QUALIFICATIONS) Note: This position has been classified as 50% tax exempt for qualified individuals under Internal Revenue Code s.7873 – Tax Exemption for Income Derived from Treaty Fishing Rights-Related Activities.

DUTIES AND RESPONSIBILITIES

This is a 1-year full time position that may be renewed with continued funding through the Great Lakes Indian Fish and Wildlife Commission's (GLIFWC's) Great Lakes Restoration Initiative grants. GLIFWC is located on the Bad River Indian Reservation in Odanah, Wisconsin. Under the direction of the Director of the Public Information Office, the Wildlife Section Leader, the Environmental Biologist and the Great Lakes Program Coordinator and the supervision of the Great Lakes Program Coordinator, the Outreach Coordinator will perform the duties listed below in a manner consistent with Commission policies and procedures:

1. Coordinate and participate in a range of outreach activities related to GLIFWC's work, with a focus on Lake Superior protection and restoration, safe fish consumption, invasive species recommendations.
2. Participate from a ceded territory, government-to-government perspective in meetings and activities of the Lake Superior Partnership Workgroup and its Communications Committee.
3. With appropriate GLIFWC staff, write articles for Mazina'igan and content for GLIFWC's web site and Facebook page, especially regarding Lake Superior protection and restoration, issues relating to methyl-mercury in fish, and invasive species.
4. Develop and design outreach materials and provide community outreach to high risk populations to reduce exposure to methyl-mercury from fish harvested by tribal members in both Lake Superior and inland lakes.
5. Participate in networking events, workshops, and other outreach opportunities to distribute educational content and effectively communicate a variety of topics including ways to prevent the spread of invasive species in the Ceded Territories and promote safe fish consumption.
6. Attend and participate in outreach related events as assigned, including making presentations.
7. Continue outreach to GLIFWC member tribes and their staff to coordinate information sharing regarding habitat, land development, and water quality issues and initiatives.

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8. Prepare relevant portions of semiannual and final progress reports for compilation and submission to the BIA. Develop work plans with multiple GLIFWC staff involved in outreach activities. Discuss respective work plan progress as needed.
9. Periodically meet with other staff to develop outreach and communication approaches to audiences for Lake Superior protection and restoration work.
10. Contribute to public information publications, as assigned.

**Some duties may be postponed or conducted remotely until Covid-19 precautions are reevaluated.*

QUALIFICATIONS:

1. Associates degree in communications, natural resources, or related field required; post-collegial experience in communications preferred.
2. Demonstrated high degree of skill in oral communications.
3. Demonstrated writing and computer skills, including experience using word processing and photo editing software.
4. Demonstrated experience with Indian Tribes and tribal harvesters required, including an understanding of the relationships between native people and their environment.
5. Ability to translate, organize, and disseminate technical biological information to develop and design brochures, handouts, and author newsletter articles and website content for a broad audience.
6. Willing and able to travel within the MN, WI, MI area.
7. Demonstrated ability to act with competence and responsibility in initiating, planning, analyzing, and reporting activities.
8. The capacity to work independently and with a variety of professional and non-professional individuals.
9. Must possess a valid driver's license and be insurable.

APPLICATION PROCEDURE

Submit a letter of interest with a writing sample and resume (including 3 references) to

Leanne Thannum, Litigation Support Specialist:
Great Lakes Indian Fish and Wildlife Commission
Chief Blackbird Center
P.O. Box 9
72682 Maple Street
Odanah, Wisconsin 54861
715-682-6619
lthannum@glifwc.org



Swim Advisory Cancellation

Area beaches are routinely monitored for the presence of bacteria in the water.

The most recent water samples were collected on [Friday, June 19th, 2020](#).

As of [Saturday, June 20th, 2020](#) we are **LIFTING** the **CODE YELLOW** Swim Advisory for the following beach:

JOE ROSE BEACH

Water sample is safely below the water quality criteria.

Further sampling of Bad River Reservation beach waters is scheduled to resume on [Wednesday, June 24th, 2020](#).

****please post advisory in your area.**



Berthea Olby
NRD Outreach Coordinator
Bad River Natural Resources Department
PO Box 39
72682 Maple Street
Odanah, WI 54861
(715) 685-7840 x. 1589
NRDOutreach@badriver-nsn.gov



'End' Quote

The Bad River Domestic & Sexual Abuse Program shares this statement for the week. These weekly statements address various issues, concerns and thoughts that we hope you will read and consider why it was written:

“The best view comes after the hardest climb.”

~ Author Unknown

Watch for the next statement in the **July 8** newsletter. If you have a statement you would like to share, feel free to send it to Hiedi-Beth Burns, Coordinator/DV & SA Advocate & Legal Lay Advocate, Bad River Domestic Abuse Program. Send email to brdap@badriver-nsn.gov

BAD RIVER HOUSING BOARD OF COMMISSIONERS MEETINGS

2020	REGULAR MEETING
January	01/14/20
February	02/11/20
March	03/10/20
April	04/14/20
May	05/12/20
June	06/09/20
July	07/14/20
August	08/11/20
September	09/08/20
October	10/13/20
November	11/10/20
December	12/08/20

All meetings are held
at the Bad River Housing Authority Conference Room at 6:00 p.m.

Electronic Conferencing



“Drum Beats,”

is the newsletter for the Bad River Band of Lake Superior Tribe of Chippewa Indians.

Drum Beats is circulated every other Wednesday throughout the year and is produced by The Bay City News Service of Ashland, Wis.

Send email to NewsLetter@BadRiver-nsn.gov or call 920-857-4673.