

December 2011

PROGRAMS & SERVICES

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Mille Lacs Band of Ojibwe
 43408 Oodena Drive
 Onamia, MN 56359
 320-532-4181
 800-709-6445
www.millelacsband.com



Emergency Telephone Numbers

IF YOU HAVE AN EMERGENCY DURING REGULAR OFFICE HOURS:

- Call 911 first
- Call the Tribal Police Department directly320-532-3430

IF YOU HAVE AN EMERGENCY OUTSIDE OF REGULAR OFFICE HOURS, CALL 911 FOR THE FOLLOWING:

- Crime, accident, or safety emergency
- Fire
- Health or medical emergency
- Chemical dependency – to report suicidal symptoms, violence, or a need for detoxification

EMERGENCY MANAGEMENT

24-hour fire, disaster, and emergency management response
Monte Fronk, *Emergency Management Coordinator*(c) 320-362-0435

DOMESTIC VIOLENCE

Raina Killspotted, *Family Violence Prevention Program Manager*(c) 320-630-2677
Family Violence Prevention Program866-867-4006

HEATING, WATER, OR OTHER HOME-RELATED MAINTENANCE PROBLEMS

If you live in a Mille Lacs Band Housing-maintained home, call for housing maintenance service in your district. During regular business hours, please call our Customer Service Representative at 800/709-6445, ext. 7799. If you live in a home not maintained by the Mille Lacs Band and need assistance after hours with utilities or heating, please contact:

After Hours Emergency Service866-822-8538
(Press 1, 2 or 3 for respective districts.)

SNOW EMERGENCY

Brian Scheinost, *Director of Public Works*(c) 320-630-2624
Anthony Pike, *Roads Supervisor*(c) 320-980-5367

MILLE LACS BAND FAMILY SERVICES

Foster Care320-630-2663
Social Worker320-630-2444
Toll-free800-709-6445, ext. 7588

(c) = Cellular Phone

(f) = Fax

Toll-Free Telephone Numbers

GOVERNMENT CENTER800-709-6445

CIRCLE OF HEALTH800-491-6106

CLINICS

Ne-la-Shing888-622-4163

Aazhoomog877-884-0149

COMMUNITY CENTERS

District I800-709-6445, ext. 7585

District II East Lake877-768-3311

District II Chiminising877-676-1299

District III877-884-6240

CORPORATE COMMISSION800-746-9805

FAMILY SERVICES800-651-7490

NAY AH SHING SCHOOLS

Upper School800-709-6445, ext. 2100

Lower School800-709-6445, ext. 2200

WORKFORCE CENTER800-922-4457

Elder Supplemental Income Program800-922-4457

Temporary Assistance for Needy Families (TANF)800-922-4457

Department Fax Numbers

CHIEF EXECUTIVE320-532-5800

LEGISLATIVE BRANCH320-532-7506

JUDICIAL BRANCH

Tribal Court320-532-3153

CIRCLE OF HEALTH320-676-8235

ADMINISTRATION320-532-7505

Urban Office612-872-1257

Employment and Training320-532-3785

Benefit Issuance320-532-3785

Urban TANF Office612-870-3631

COMMUNITY DEVELOPMENT320-532-4197

Housing Department320-532-4192

CORPORATE COMMISSION320-532-8890

Band Member Development320-532-8896

EDUCATION

Commissioner of Education320-532-7505

Early Education320-532-7862

Nay Ah Shing Abinoojiyag Lower School320-532-4718

Nay Ah Shing Upper School320-532-4675

Boys & Girls Club320-532-7581

Mille Lacs Tribal College320-495-3707

Ojibwe Language and Culture Center320-233-7440

HEALTH AND HUMAN SERVICES320-532-4354

Public Health320-532-7524

Chemical Dependency/Mental Health320-532-7583

Family Services320-532-7583

Community Support Services320-532-4354

Energy Services320-532-7546

DEPARTMENT OF JUSTICE	320-532-4190
Office of the Solicitor General	320-532-7836
 OFFICE OF MANAGEMENT AND BUDGET	 320-532-5402
 NATURAL RESOURCES	 320-320-4209
DNR Enforcement	320-532-7782
Land and Real Estate	320-532-7780
Tribal Enrollment	320-532-7566

Chief Executive's Office

The Chief Executive's Office includes the Mille Lacs Band Chief Executive, assistants, and a coordinator.

Marge Anderson, <i>Chief Executive</i>	320-532-7486
<i>Executive Assistant</i>	320-532-7828
<i>Deputy Assistant</i>	320-532-7487
<i>Administrative Assistant</i>	320-532-7486
<i>Administrative Assistant</i>	320-532-7484
<i>Special Projects Coordinator</i>	320-532-7863

GOVERNMENT AFFAIRS

The Government Affairs staff conducts lobbying efforts and ensures that the Band's interests are properly represented, coordinated and monitored at the local, state and federal government levels.

Office of Government Affairs	320-384-4661
Jamie Edwards, <i>Director of Government Affairs</i>	612-850-2124
.....	jamie.edwards@millelacsband.com
Nadine Wade, <i>Administrative Assistant</i>	320-384-4651
.....	nadine.wade@millelacsband.com

Legislative Branch

The Legislative Branch is responsible for enacting laws to promote the general welfare of the Band and to appropriate all Band revenue. This branch of the Band's government includes the elected officials who make up the Band Assembly and those who assist the Band Assembly.

BAND ASSEMBLY ELECTED OFFICIALS

Curt Kalk, <i>Secretary/Treasurer</i>	320-532-7427
Sandra Blake, <i>District I Representative</i>	320-532-7424
Marvin Bruneau, <i>District II Representative</i>	320-532-7425
Diane Gibbs, <i>District III Representative</i>	320-532-7426

SNOW REMOVAL

District I, II and III Representatives have assumed the responsibility for arranging for snow removal on sidewalks and walk paths to propane tanks and meters in their respective districts for Band Elders and disabled Band members. These Band members may call their District Representative or community center for assistance.

Judith Ballinger, <i>District I Administrative Assistant</i>	320-532-7423
.....	.judy.virnig@millelacsband.com
Jen Waugh, <i>District II Administrative Assistant</i>	218-768-3311
.....	.jen.waugh@millelacsband.com
Lesley Sam, <i>District IIa Administrative Assistant</i>	320-676-1102
.....	.lesley.sam@millelacsband.com
Katie Draper, <i>District III Administrative Assistant</i>	320-384-6240
.....	.katie.draper@millelacsband.com

MOTOR VEHICLE LICENSES

This department provides licenses to owners of motorized vehicles, including cars, trucks, boats, ATVs, and snowmobiles for all districts.

Louise Davis, <i>Deputy Registrar</i>	320-532-7498
.....	.louise.davis@millelacsband.com

BAND ASSEMBLY APPOINTED OFFICIAL

John Gerdener, <i>Commissioner of Finance</i>	320-532-7475
.....	.john.gerdener@millelacsband.com

BAND ASSEMBLY EMPLOYEES

Sylvia Villebrun, <i>Parliamentarian/Clerk of the Assembly</i>	320-532-7420
.....sylvia.villebrun@millelacsband.com	
Elaine Smith, <i>Legislative Counsel</i>	320-532-7421
.....elaine.smith@millelacsband.com	
Darla Roache, <i>Office Manager</i>	320-532-7536
.....darla.roache@millelacsband.com	
Judith Ballinger, <i>District I Administrative Assistant</i>	320-532-7423
.....judy.virnig@millelacsband.com	
Beatrice Mitchell, <i>District I Legislative Community Center Coordinator</i>	320-532-7585
.....beatrice.mitchell@millelacsband.com	
Jen Waugh, <i>District II Administrative Assistant</i>	218-768-3311
.....jen.waugh@millelacsband.com	
Lesley Sam, <i>District IIa Administrative Assistant</i>	320-676-1102
.....lesley.sam@millelacsband.com	
Katie Draper, <i>District III Administrative Assistant</i>	320-384-6240
.....katie.draper@millelacsband.com	
Eloise Wind, <i>Legislative Receptionist</i>	320-532-7428
.....eloise.wind@millelacsband.com	

Judicial Branch

TRIBAL COURT

The Tribal Court consists of a Court of Appeals and a District Court. The Appeals Court consists of one judge from each of the reservation's three districts, one of these being the Chief Justice. The Appeals Court handles any appeals from District Court. The District Court hears all civil cases, including traffic and natural resource violations, small claims, family cases, juvenile justice cases, and more.

Rayna Mattinas, *Chief Justice*

Clarence Boyd, *Associate Justice for Court of Appeals, District I*

Brenda Moose, *Associate Justice for Court of Appeals, District II*

Rayna Mattinas, *Associate Justice for Court of Appeals, District III*

Richard Osburn, *District Court Judge*

Heather Virnig, *Tribal Court Office Assistant*320-532-7400
.....heather.virnig@millelacsband.com
Gilda Burr, *Court Administrator*320-532-7401
.....gilda.burr@millelacsband.com
Marie Pike, *Civil Court Clerk*320-532-7404
.....marie.pike@millelacsband.com
Tina Merrill, *Child Support & Criminal Court Clerk*320-532-7553
.....tina.merrill@millelacsband.com
Brett Haskin, *Bailiff, Police Officer, Process Server*320-532-7502
.....brett.haskin@millelacsband.com

Administration

The Department of Administration is responsible for the day-to-day operations of the tribal government, including administering all grants and contracts and overseeing all personnel issues and lobbying activities as directed by the Chief Executive.

Carolyn Shaw, *Commissioner of Administration*320-532-7480
.....carolyn.shaw@millelacsband.com
Michele Palomaki, *Assistant Commissioner of Administration*320-532-7480
.....michele.palomaki@millelacsband.com
Angel Oehrlein, *Executive Assistant*320-532-7478
.....angel.oehrlein@millelacsband.com

COMMUNITY CENTERS

The community centers offer numerous programs and services to youth, adults and Elders in their communities. The specific programs and services the centers offer are listed separately under the appropriate department.

District I Community Center

Beatrice Mitchell, *District I Legislative Community Center Coordinator*
.....beatrice.mitchell@millelacsband.com
43408 Oodena Drive
Onamia, MN 56359320-532-7423
.....800-709-6445, ext. 7585

District IIA (Chiminising) Community Center

Carmen Green, *Program Administrator*
.....carmen.green@millelacsband.com
2605 Chiminising Drive
Isle, MN 56342320-676-1102
.....877-676-1299

District II (East Lake) Community Center

Renee Johnson, *Program Administrator*
.....renee.johnson@millelacsband.com
36666 Highway 65
McGregor, MN 55760218-768-3311
.....877-768-3311

District III (Lake Lena) Community Center

Michelle Peer, *Program Administrator*

.....michelle.peer@millelacsband.com

45749 Grace Lake Road

Sandstone, MN 55072320-384-6240

.....877-884-6240

URBAN OFFICE

The Urban Office is open Monday through Friday. Services available at the Urban Office include: Band hunting and fishing licenses, referrals for traditional healing and other services, notices of meetings and other events, and forms related to Band enrollment, insurance, loans, tribal identification, emergency assistance, scholarships, and other services. Please call for availability.

Barb Benjamin-Robertson, *Urban Program Administrator*

.....barb.br@millelacsband.com

Natosha White, *Receptionist/Administrative Assistant*

1404 East Franklin Avenue

Minneapolis, MN 55404612-872-1424

ANUNGOOG NANDONÉ (SEARCH FOR THE STARS)

This is an incentive program for urban Band youth in grades kindergarten through 12. Students are eligible for Star Awards if they make the “A” or “B” honor roll, have perfect attendance, or receive a commendation note about their respectfulness, helpfulness, participation or achievements from a teacher or coach. Old Country Buffet has partnered with the Urban Office to sponsor the end-of-the-school-year celebration and provide meal awards for athletic achievement, arts and performance, perfect attendance, and Eager Reader Awards.

COMPUTER USE

Band members are given free access to a computer during regular business hours.

EDUCATIONAL/OJIBWE LANGUAGE/CULTURAL/ARTS & CRAFTS CLASSES

Various classes are offered throughout the year. Please call the Urban Office for more details.

REFERRALS TO INDIAN CHILD WELFARE ACT (ICWA) SOCIAL WORKERS

The Urban Office provides referrals to ICWA Social Workers, now located at the Minnesota Chippewa Tribe (MCT) office, who offer case management and other social services to Band families that have children in the foster care system.

TRANSPORTATION

Transportation is provided to major Mille Lacs Band events.

SPECIAL EVENTS

The Urban Office holds events including an end-of-the-school-year celebration and community picnic, which celebrates the work of students, their families, and the community.

COMMUNITY MONTHLY MEETINGS

Held on the last Thursday of every month, these meetings give urban Band members the opportunity to gather and receive updates on issues that affect them and on programs and services being offered in the urban area and on the reservation.

ELDERS' OUTINGS/TRIPS/MEETINGS

Regular meetings and outings for recreation and entertainment are offered to Band Elders.

URBAN UPDATE

The Urban Update, which is a monthly supplement to the Band's *Ojibwe Inaajimowin* newspaper, informs urban Band members about issues and activities that are relevant to them.

K-12 HOLIDAY GIFT CARD PROGRAM

The Urban Office is continuing the Holiday Gift Card Program to reward students for their academic and school attendance and to help them out during the busy holiday and winter seasons. In past years, many students were excited to have some extra spending money for themselves or for whomever they wanted to share it with. Please contact the Urban Office for more information on this and other holiday programs.

VOLUNTEER APPRECIATION PROGRAM

This program recognizes volunteers' contributions of valuable time and service at Urban Office functions and events.

URBAN HONORING OUR PRE-SCHOOLERS (UHOPS)

This program celebrates students' successes in participating in Head Start or Early Education for kindergarten preparation.

HUMAN RESOURCES

PERSONNEL POLICIES

Band employees can contact the department with any questions about the Band government's personnel policies.

Cyrilla Bauer, *Director of Human Resources* 320-532-7488
.....cyrilla.bauer@millelacsband.com

FRINGE BENEFITS AND WORKERS' COMPENSATION

Band employees can contact the department with any questions about their health, dental, and life insurance plans; disability coverage; 401(k) plan; and workers' compensation.

Dawn Chosa, *Benefits Coordinator* 320-532-7477
.....dawn.chosa@millelacsband.com

JOB OPENINGS

The department is responsible for posting current job openings with the Band's government and completing employment verifications and background and driver's license checks.

Chasity Gahbow, *Human Resources Generalist* 320-532-4742
.....chasity.gahbow@millelacsband.com
Danielle Smith, *Employment Specialist* 320-532-7577
.....danielle.smith@millelacsband.com
Shawna Sam, *Human Resources Administrative Assistant* 320-532-7577
.....shawna.sam@millelacsband.com

SAFETY/RISK MANAGEMENT

In order to help Band employees perform their jobs safely, the department provides them with safety training and information. Band employees can also receive assistance in handling workers' compensation issues.

Robert Thompson, *Safety/Risk Manager* 320-532-7841
.....rob.thompson@millelacsband.com

EMPLOYEE ASSISTANCE PROGRAM

This program assists Band employees whose job performance may be affected by health or other issues.

Darlene Day, *Employee Relations Coordinator*320-532-7847
.....darlene.day@millelacsband.com

INFORMATION SYSTEMS DEPARTMENT

The Information Systems Department is responsible for the computers, computer networks, and telephone systems throughout the Government Center, community centers, clinics, and the Urban Office.

Keith Modglin, *Information Systems Director*320-532-4736
.....keith.modglin@millelacsband.com
Clayton Benjamin, *Information Systems Technician*320-532-4707
.....clayton.benjamin@millelacsband.com
Garrett Sam, *Information Systems Technician*320-532-7406
.....garrett.sam@millelacsband.com
Craig Parsons, *Information Systems Technician*320-532-7584
.....craig.parsons@millelacsband.com

NOTARY PUBLIC SERVICES

Notary Publics attest to or certify writings to make them authentic and official. Notary public services are offered free of charge to Band members.

District I Office320-532-7440
District III Office320-384-6240
Urban Office612-872-1424

SELF-GOVERNANCE OFFICE

The Self-Governance Office is responsible for monitoring and implementing permanent self-governance laws within the United States Department of the Interior and the Department of Health and Human Services.

John Mojica, *Self-Governance Coordinator*320-532-7479
.....john.mojica@millelacsband.com

CHILD SUPPORT ENFORCEMENT PROGRAM

The Child Support Enforcement Program is currently under development. The program will assist Band members through the legal process of child support, including helping determine child support obligations and enforcing those obligations.

Amy Doyle, <i>Child Support Enforcement Director</i>	320-532-7752
.....	.amy.doyle@millelacsband.com
Rachel Sam, <i>District I Case Worker</i>	320-532-7461
.....	.rachel.sam@millelacsband.com
Ann Stafford, <i>District II, IIa and III Case Worker</i>	320-532-7453
.....	.ann.stafford@millelacsband.com
Tammy Smith, <i>Financial Worker</i>	320-532-7434
.....	.tammy.smith@millelacsband.com
Beverly Sutton, <i>Administrative Assistant</i>	320-532-7755
.....	.beverly.sutton@millelacsband.com

GRANTS DEPARTMENT

The Grants Department seeks funding from federal, state, and philanthropic agencies to benefit Mille Lacs Band operated programs. The grants staff is available to assist department directors with programmatic compliance requirements and formulate strategies for future funding pursuits.

Elysha Gellerman, <i>Grants Director</i>	320-532-4776
.....	.elysha.gellerman@millelacsband.com
Brenda Jindra, <i>Grants Compliance Manager</i>	320-532-7436
.....	.brenda.jindra@millelacsband.com
Matthew Courtney, <i>Grants Writer I</i>	320-532-7860
.....	.matthew.courtney@millelacsband.com
Carla Big Bear, <i>Grants Writer II</i>	320-532-7860
.....	.carla.bigbear@millelacsband.com

TRIBAL EMPLOYMENT RIGHTS OFFICE (TERO)

The Tribal Employment Rights Office (TERO) ensures that all employment entities of the Non-Removable Mille Lacs Band of Ojibwe shall give preference to Native Americans in hiring, promotion, training and all other aspects of employment, including contracting and subcontracting. TERO does not directly hire or make hiring decisions, however it does refer qualified Band members and other Native Americans to companies doing business on lands of the Non-Removable Mille Lacs Band of Ojibwe.

Craig Hansen, *TERO Director* 320-532-4778
..... (c) 320-630-2617
..... (f) 320-532-7505
..... craig.hansen@millelacsband.com

DEPARTMENT OF LABOR

The goal of the Department of Labor is to empower low-income Mille Lacs Band members and their families to end dependency on assistance and to achieve a self-sufficient lifestyle.

The Department of Labor provides a comprehensive system to employment assistance, counseling, training and education to promote healthy life choices, appropriate work habits, and relevant skills for success in tribal or non-tribal, and public or private work places.

Department of Labor toll-free number 800-922-4457
Department of Labor Receptionist 320-532-7407
Department of Labor fax (f) 320-532-3785
Michael Kafka, *Executive Director* 320-532-7563
..... michael.kafka@millelacsband.com
Maria Powell, *Technical Support Assistant* 320-532-4741
..... maria.powell@millelacsband.com
Raina Killspotted, *Director of Case Planning & Management* 320-532-4708
..... raina.killspotted@millelacsband.com
Brenda Beaulieu, *Job Developer* 320-532-4771
..... brenda.beaulieu@millelacsband.com
Deb Campbell, *Lead Instructor* 320-532-7811
..... deb.campbell@millelacsband.com
Adrian Wade, *Assistant Instructor/Trainer* 320-532-4706
..... adrian.wade@millelacsband.com
Lori Trail, *District I Case Manager* 320-532-7559
..... lori.trail@millelacsband.com
Tami Gahbow, *Lead Case Manager* 320-532-7544
..... tami.gahbow@millelacsband.com

Heidi Mans, *District I Case Manager*320-532-7554
heidi.mans@millelacsband.com
 Judy Brown, *District II Case Manager*218-768-2427
judy.brown@millelacsband.com
 Ryan Schneider, *District III Case Manager*320-384-7443
ryan.schneider@millelacsband.com
 Candace Benjamin, *Intake Specialist*320-532-7574
candace.benjamin@millelacsband.com
 Dan Boyd, *Elder Services*320-532-7797
dan.boyd@millelacsband.com

URBAN DEPARTMENT OF LABOR STAFF

Department of Labor – Urban Office866-746-4888
 Urban Office fax612-870-3631
 Sandra Shabaish, *Urban Office Receptionist*612-746-4800
sandra.shabaiash@millelacsband.com
 Alberta Loso, *Office Manager*612-746-4812
alberta.losos@millelacsband.com
 Sheana Benitez, *Administrative Assistant*612-746-4824
sheana.benitez@millelacsband.com
 Darla Howard, *Case Manager*612-746-4808
darla.howard@millelacsband.com
 Jean Howard, *Case Manager*612-746-4801
jean.howard@millelacsband.com
 Natchez Beaulieu, *Case Manager*612-746-4809
natchez.beaulieu@millelacsband.com
 Wicahpi Means, *Case Manager*612-746-4813
wicahpi.means@millelacsband.com
 Patricia LaFontaine, *Case Manager*612-746-4824
patricia.lafontaine@millelacsband.com
 Sherry Olson, *Case Manager*612-746-4811
sherry.olson@millelacsband.com
 Simon Yang, *Job Developer*612-746-4804
simon.yang@millelacsband.com
 Stephanie Thompson, *Case Manager*612-746-4807
stephanie.thompson@millelacsband.com

TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)

The Department of Labor provides Temporary Assistance for Needy Families (TANF) for Mille Lacs Band members that reside in Aitkin, Benton, Crow Wing, Pine, Morrison, and Mille Lacs counties and for Minnesota Chippewa Tribe members residing in Hennepin, Anoka and Ramsey counties. This programs provides individualized planning for participants to access work readiness training, support services, employment services and assistance to meet basic needs, including food, medical and child care costs.

General Equivalency Diploma (GED) Assistance/Adult Basic Education (ABE)

GED and ABE are achieved through a combination of independent and classroom study. Instruction is also available for basic education needs. Technology Centers in each reservation district and Urban Office provide opportunities to access computers for employment and educational needs and computer instruction. The department is currently broadening its training options to include Ojibwe language and cultural awareness, job seeking training, employment skills training, driver training, and family financial management and budgeting. Trainings are offered throughout the year.

Department of Labor Work Program

This program provides subsidized employment opportunities for eligible adults and youth giving them opportunities to gain employment skills and on-the-go experience.

Elder Supplemental Income Program

This program provides up to \$500 per month payments to assist Mille Lacs Band Elders who are at least age 55 and are determined disabled by the Social Security Administration or who are age 62 or older to assist them in meeting their basic needs.

Circle of Health

CIRCLE OF HEALTH

Circle of Health is a Mille Lacs Band program that pays for deductibles, copays, and insurance premiums for Mille Lacs Band members. Circle of Health is the payer of last resort. All Band members are eligible no matter where they live. One policy per family/household is allowed.

Vacant, *Circle of Health Director*320-676-8214, ext. 251
2605 Chiminising Drive
Isle, MN 56342

CLAIMS PROCESSORS

Band members can contact a claims processor regarding their individual claims or reimbursements. The alphabet is divided according to Band members' last names.

David Boyd, *Claims Processor for A-L*320-676-8214, ext. 254
.....dave.boyd@millelacsband.com
Roberta Lemieux, *Claims Processor for M-Z*320-676-8214, ext. 256
.....roberta.lemieux@millelacsband.com

BENEFIT COORDINATOR

This position was created to assist Band members in acquiring health insurance, organize community outreach, and work closely with other Health and Human Services programs.

Vacant, *Benefit Coordinator*320-676-8214, ext. 255

REIMBURSEMENTS

For reimbursement claims, please allow a two- to six-week grace period from the date of submission to process. If you have not received a reimbursement or denial after six weeks, contact your Claims Processor or the Circle of Health Director.

Vacant, *Circle of Health Director*320-676-8214, ext. 251

Community Development

FOR HOUSING EMERGENCIES, CALL 866/822-8538 (Press 1, 2 or 3 for respective districts.)

The Community Development Department strives to provide development and improvement services that promote safety, security, and cultural sensitivity while building communities.

- Sam Moose, *Commissioner of Community Development*320-532-7508
.....sam.moose@millelacsband.com
- Jodi Benson, *Operations Manager*320-532-7549
.....jodi.benson@millelacsband.com
- Carla Dunkley, *Executive Assistant*320-532-7429
.....carla.dunkley@millelacsband.com
- Raenelle Weyaus, *Receptionist*320-532-7448
.....raenelle.weyaus@millelacsband.com

PUBLIC WORKS DEPARTMENT

- Brian Scheinost, *Director of Public Works*320-532-7437
.....brian.scheinost@millelacsband.com

ROADS

- Anthony Pike, *Supervisor*320-532-4101
.....tony.pike@millelacsband.com

COMMUNITY CLEAN-UP DAY

Each year, all three districts participate in a spring cleaning. Solid Waste provides dumpsters in designated areas for Band members to use so they can clean their homes and yards.

WATER/WASTEWATER

- Dan Gammon, *Supervisor*320-532-3031
.....dan.gammon@millelacsband.com

FACILITIES MAINTENANCE

Rhonda Sam, <i>Manager of Facilities</i>	320-532-7431
.....rhonda.sam@millelacsband.com	
Dan Smith, <i>Assistant Manager of Facilities</i>	320-532-4181
.....dan.smith@millelacsband.com	
Rosa Colton, <i>District II Supervisor</i>	218-768-3311
Shelley Boyd, <i>District IIa Maintenance</i>	320-676-1106
.....shelley.boyd@millelacsband.com	
Patty O'Brien, <i>District III Supervisor</i>	320-384-6240
.....patty.o'brien@millelacsband.com	

PROJECT MANAGEMENT

This team oversees all phases of government-funded construction projects, which include civic buildings, renovations, new home construction, parks, and infrastructure.

Mike Moilanen, <i>Director of Planning and Project Management</i>	320-532-7438
.....mike.moilanen@millelacsband.com	
Travis Lund, <i>Project Manager</i>	320-532-7464
.....travis.lund@millelacsband.com	
Ryan Jendro, <i>Lead Project Coordinator</i>	320-532-7857
.....ryan.jendro@millelacsband.com	
Jeff Matrious, <i>Project Coordinator</i>	320-532-7432
.....jeff.matrious@millelacsband.com	
Kevin Boyd Sr., <i>Project Coordinator</i>	320-532-4774
.....kevin.boyd@millelacsband.com	

HOUSING DEPARTMENT

The goal of the Mille Lacs Band of Ojibwe Housing Department is to provide affordable, attractive, safe and comfortable homes to Mille Lacs Band members. New programs and services may be developed periodically, so please call for more information.

Arlene Weous, <i>Director of Housing</i>	320-532-4734
.....arlene.weous@millelacsband.com	
Richard Hill, <i>General Manager</i>	320-532-7415
.....richard.hill@millelacsband.com	

HOME LOAN PROGRAM

Financing is provided to qualified applicants to purchase an existing home, construct a new home, or refinance an existing home mortgage. The home may be located on private property or on tribal land. Mobile homes are not financed, but certain modular homes may be considered if approved in advance. Maximum loan amounts depend upon program limits and the individual's income and other long-term debts.

Applicants' incomes are verified and credit checks are conducted. A perfect credit history is not required, but it must be reasonable as defined by the Housing Board, which makes decisions regarding the Home Loan Program. Policies are reviewed as necessary and are subject to change. There may be a waiting list for this program.

Pete Nayquonabe, *Finance Manager*320-532-7435
.....pete.nayquonabe@millelacsband.com
Mary Bedausky, *Loan Coordinator*320-532-7748
.....mary.bedausky@millelacsband.com
Jacqueline Davison, *Accounts Coordinator*320-532-7861
.....jacqueline.davison@millelacsband.com

HOME RENOVATION LOAN PROGRAM

Financing is provided to qualified applicants to renovate an existing home. Applicants' incomes are verified and credit checks are conducted.

Mary Bedausky, *Loan Coordinator*320-532-7748
.....mary.bedausky@millelacsband.com

AFFORDABLE RENTAL HOUSING UNITS

Single-family rental units are available to Band members. Rent is based on the total household income, and occupancy standards apply. A damage deposit is required prior to occupancy. Because the demand for affordable housing exceeds the supply, there are waiting lists for these units.

Gina Anderson, *Property Manager*320-532-7456
.....gina.anderson@millelacsband.com
Ruth Sam, *Resident Service Supervisor*320-532-7430
.....ruth.sam@millelacsband.com
Ron Smith, *Resident Service Assistant*320-532-7430
.....ron.smith@millelacsband.com
Dan Pewaush, *Resident Service Assistant*320-532-7430
.....dan.pewaush@millelacsband.com
Lori Weous, *Resident Service Assistant*320-532-7430
.....lori.weous@millelacsband.com

MAINTENANCE SERVICES

Maintenance services are available for residents of Housing Department affordable housing units. Maintenance services are also provided as a benefit to Elders who live on or near the reservation. Subject to the availability of staff and funds, maintenance services may be available for a fee to other Mille Lacs Band members who live in private homes.

Monday through Friday, 8 a.m.-5 p.m.

Daniel Boyd, *Housing Maintenance Coordinator*320-532-7415 or (c) 320-630-2620
.....daniel.boyd@millelacsband.com

District I

Doug Needham, *Housing Warehouse Supervisor*320-532-4656 or (c)320-630-2488
.....doug.needham@millelacsband.com

District II

Joe Farah, *District II Maintenance Supervisor*218-768-3117 or (c)320-630-2601

District III

Percy Benjamin, *District III Maintenance Supervisor* . . .320-384-7743 or (c)320-630-2496

ELDER AND HANDICAP HOUSING SERVICES

In addition to housing maintenance services, Elders or handicapped individuals who submit a written request may be eligible for renovations or the lifetime use of a home in accordance with Housing Development policies and as funds are available.

Gina Anderson, *Property Manager*320-532-7456
.....gina.anderson@millelacsband.com

EMERGENCY HOUSING SERVICES LOAN PROGRAM

An emergency housing services loan is available for Mille Lacs Band members who have encountered an emergency that was unforeseen and beyond their control. If the emergency has caused a Band member to fall behind in basic living needs, he or she is eligible to apply for a non-interest emergency loan.

Gina Anderson, *Property Manager*320-532-7456
.....gina.anderson@millelacsband.com

Corporate Commission

The Corporate Commission develops and manages businesses that help the Mille Lacs Band diversify its economy and create jobs. Its responsibilities include managing Grand Casino Mille Lacs, Grand Casino Hinckley, and other Band-owned businesses, such as convenience stores, a grocery store, and a cinema.

The Corporate Commission also works to identify other business opportunities for investment and/or development. The Corporate Commission Board is responsible for overseeing these business and economic development decisions for the Band. Current board members are Dale Greene Sr., Ron Anderson, and Arlene Weous.

Gail Kulick, *Commissioner of Corporate Affairs*320-532-8882
.....gkulick@grcasinos.com
Beth Hanlon, *Office Manager*320-532-8810
.....bhanlon@grcasinos.com

EMPLOYMENT OPPORTUNITIES

Tracy Sam, Corporate Commission320-532-8200
.....tracys@grcasinos.com
Wanetta Thompson, Grand Casino Hinckley320-384-7100
.....wthompson@grcasinos.com
Lana Oswaldson, Grand Casino Mille Lacs320-532-5802
.....loswaldson@grcasinos.com

BAND MEMBER DEVELOPMENT (BMD) DEPARTMENT

The BMD Department is a resource for:

- Enrolled Mille Lacs Band members who are employed at Grand Casino Mille Lacs, Grand Casino Hinckley, the Corporate Commission, or a Corporate-owned small business; or
- Enrolled Mille Lacs Band members who are interested in learning more about employment at these business entities.

BMD provides programs and services to help enhance professional skills and knowledge for current job success or for career advancement. BMD can also assess and make recommendations for overcoming barriers while providing guidance to Band members to help them achieve their goals and dreams.

The BMD staff develops a relationship with Band members to assist them in accessing current training programs and opportunities offered by the Band’s Education Department, Grand Casino Mille Lacs, Grand Casino Hinckley, and the Corporate Commission’s Education and Performance Department.

Additional services offered by the BMD staff include:

- Recommendations for outside seminars or training resources while providing support along the way;
- Career guidance and counseling services that help prepare Band members for future promotions; and
- Internships for college students, assistance with development plans for managing career and performance goals, and several courses on work readiness, personal and professional development, financial skills, and more as needed.

Jodell Meyer, *Corporate Director of Band Member Development*320-532-8880
.....jmeyer@grcasinos.com
Salena Fox, *Associate Director of Band Member Development for
Grand Casino Hinckley*320-384-4872
.....sfox@grcasinos.com
Loretta Hansen, *Associate Director of Band Member Development for
Grand Casino Mille Lacs*320-532-8886
.....lhansen@grcasinos.com
Marsha Sam, *Corporate Receptionist/BMD Clerical Support*320-532-8800
Billie Jo Berry, *Corporate Receptionist/BMD Clerical Support*320-532-8800

CORPORATE COMMISSION-OWNED BUSINESSES

The Corporate Commission owns several businesses that offer products and services for Band members, local residents, and visitors to the area. One of the responsibilities of the Corporate Commission is to oversee the management of Band-owned commercial enterprises.

(See Appendix A for a directory of businesses.)

Education

MISSION STATEMENT

The Department of Education’s mission is to provide learners of all ages access to a variety of high-quality educational opportunities. The department hopes to enhance the pride, culture and expectations of all Band members.

Dennis Olson, *Commissioner of Education*320-532-7550
.....dennis.olson@millelacsband.com
Vacant, *Administrative Assistant*320-532-7851

NAY AH SHING SCHOOLS

Nay Ah Shing Schools provide education for students grades K-12. Nay Ah Shing is North Central Association (NCA) accredited and meets all criteria established by the State of Minnesota.

Mary Simon, *Principal*320-532-4695, ext. 2104
.....msimon@nas.k12.mn.us
Silvia Norberg, *Assistant Principal*320-532-4690, ext. 2208
.....snorberg@nas.k12.mn.us
Jason Long, *Dean of Students*320-532-4695, ext. 2125
.....jlong@nas.k12.mn.us

OJIBWE LANGUAGE AND CULTURE PROGRAM

This program integrates the Ojibwe language into the K-12 curriculum at Nay Ah Shing Schools and offers instruction on Ojibwe cultural activities, such as ricing, netting, trapping, and maple sugaring. The Ojibwe Language and Culture Program also works with Elders in the community through the Elder Advisory Team. During the summer, an immersion program is offered for all students. The program was recognized in 1999 as one of the top programs of its kind in the nation.

Larry Smallwood, *Director of Ojibwe Language and Culture*320-532-4690

UPWARD BOUND

This program assists Nay Ah Shing students with career awareness and exploration and college and employment preparation.

Samantha Koch, *School Career Counselor*320-532-4695, ext. 2126
.....skoch@nas.k12.mn.us

COUNSELING SERVICES

Counseling services offer individuals and groups the opportunity to explore academic or career options or have their questions or concerns addressed.

Samantha Koch, <i>School Career Counselor</i>	320-532-4695, ext. 2126
.....	.....skoch@nas.k12.mn.us
Marge Weber, <i>Social Worker</i>	320-532-4690, ext. 2223
.....	.....mweber@nas.k12.mn.us
Michael Erickson, <i>School Psychologist</i>	320-532-4695, ext. 2157
.....	.....merickson@nas.k12.mn.us

EXTRACURRICULAR ACTIVITIES

Sports, K-7

Nay Ah Shing offers after-school athletics for every season, including volleyball, basketball, softball, golf, flag football, dance, and wrestling.

Bugs Haskin, <i>Activities Director</i>	320-532-4695, ext. 2120
.....	.....bhaskin@nas.k12.mn.us

Sports, 8-12

Nay Ah Shing students can compete with students from schools in the Minnesota State High School League in sports such as volleyball, basketball, softball and golf.

Bugs Haskin, <i>Activities Director</i>	320-532-4695, ext. 2120
.....	.....bhaskin@nas.k12.mn.us

We Rejuvenate Our Community (We Roc)

We Rejuvenate Our Community is a Nay Ah Shing student club that meets weekly to volunteer for all types of organizations within the community. Requests for volunteers can be submitted to Bugs Haskin.

Bugs Haskin, <i>Activities Director</i>	320-532-4695, ext. 2120
.....	.....bhaskin@nas.k12.mn.us

Gifted and Talented Program

Teachers, parents, or other community members can refer students to this program who they believe have unique abilities in academics, visual and performing arts, or other areas.

Cheryl Theisz, *Coordinator* 320-532-4695
.....ctheisz@nas.k12.mn.us

Extended School Day Program

This program provides after-school and Saturday academic support throughout the school year for students in kindergarten through grade 12. It is designed to help students with homework and to provide opportunities for them to participate in fun and safe activities.

Mary Simon, *Principal* 320-532-4695, ext. 2104
.....msimon@nas.k12.mn.us
Silvia Norberg, *Assistant Principal* 320-532-4690, ext. 2208
.....snorberg@nas.k12.mn.us
Bugs Haskin, *Activities Director* 320-532-4690, ext. 2120
.....bhaskin@nas.k12.mn.us

OdysseyWare Program

OdysseyWare is an online credit recovery program for students who need additional educational opportunities to meet graduation requirements.

Mary Simon, *Principal* 320-532-4695, ext. 2120
.....msimon@nas.k12.mn.us
Samantha Koch, *School Career Counselor* 320-532-4695, ext. 2126
.....skoch@nas.k12.mn.us

Student Council

This is a student-operated program. Students are elected to positions on the Student Council by their peers. The Student Council hosts many events during the school year, including lock-ins, dances, carnivals, and community service projects.

Mary Simon, *Principal* 320-532-4695, ext. 2120
.....msimon@nas.k12.mn.us

Drum and Dance

Nay Ah Shing students learn about drumming and dancing and participate in a variety of cultural presentations in and out of the classroom.

Jack Kingbird, *Ojibwe Language Teacher* 320-532-4695, ext. 2137
.....jkingbird@nas.k12.mn.us

American Indian Business Leaders (AIBL)

Nay Ah Shing has two nationally recognized AIBL chapters for middle and high school students. Students in AIBL learn about starting and operating their own businesses during the school year and participate in a week-long summer entrepreneurship program.

Rene Athman, *High School AIBL Advisor* 320-532-4695, ext. 2128
.....rathman@nas.k12.mn.us
Donna Benson, *Middle School AIBL Advisor* 320-532-4695, ext. 2117
.....dbenson@nas.k12.mn.us

National Honor Society

Nay Ah Shing's National Honor Society is a national scholastic organization that recognizes high school students' academic achievements. National Honor Society students participate in community service, gain leadership skills, and build character.

Samantha Koch, *School Career Counselor* 320-532-4695, ext. 2126
.....skoch@nas.k12.mn.us

Reading Club

This program was designed by students in kindergarten through grade four to get together for quiet reading time once a week.

Bugs Haskin, *Activities Director* 320-532-4695, ext. 2120
.....bhaskin@nas.k12.mn.us

Video Club

This program was designed for students in kindergarten through grade four to get together to watch movies and socialize.

Bugs Haskin, *Activities Director* 320-532-4695, ext. 2120
.....bhaskin@nas.k12.mn.us

Boys of Summer

Any Mille Lacs Band school-aged boy or girl can participate in this program, which works in conjunction with Tribal Police, the Department of Public Safety, and the Department of Natural Resources to provide fun activities and community service projects. This program helps students develop positive relationships with law enforcement personnel.

Bugs Haskin, *Activities Director* 320-532-4695, ext. 2120
..... bhaskin@nas.k12.mn.us

Powwow Picz

Powwow Picz is a Nay Ah Shing student-run business that helps youth gain entrepreneurial skills. It is open at various times throughout the school year and at summer powwow events.

Mary Simon, *Principal* 320-532-4695, ext. 2120
..... msimon@nas.k12.mn.us

Drug Abuse Resistance Education (DARE)

Drug Abuse Resistance Education, a national program that gives students the skills they need to avoid involvement in drugs, gangs and violence, is offered to Nay Ah Shing sixth grade students.

Josh Kimball, *School Resource Officer* 320-532-4695
..... jkimball@nas.k12.mn.us

Students Against Disruptive Decisions (SADD)

Students Against Disruptive Decisions is a peer leadership organization dedicated to preventing students from making destructive decisions. The group focuses on decreasing incidents of underage drinking, drug use, impaired driving, violence, depression, and suicide.

Mary Simon, *Principal* 320-532-4695, ext. 2104
..... msimon@nas.k12.mn.us
Samantha Koch, *School Career Counselor* 320-532-4695, ext. 2126
..... skoch@nas.k12.mn.us

Counseling Circle

The Counseling Circle helps students deal with issues which prevent them from achieving positive school and social outcomes. The group is open to students in grades five to 12.

Mary Simon, *Principal*320-532-4695, ext. 2120
.....msimon@nas.k12.mn.us

OJIBWE LANGUAGE AND CULTURE CENTER

Band members of all ages can participate in sessions at the Ojibwe Language and Culture Center near Rutledge to learn more about Ojibwe ceremonies, seasonal tasks such as rice harvesting and sugarbushing, constructing wigwams, and other cultural activities.

Larry Smallwood, *Language and Cultural Director*320-233-6169
.....(c) 320-630-2433
.....ojiblang@yahoo.com
David Matrious, *Resource Specialist*320-233-6169
Clara Jackson, *Language Instructor*320-233-6169
George Premo, *Building Maintenance Technician*320-233-6169
Alan Premo, *Grounds Maintenance Tech*320-233-6169
Kim Adelman, *Administrative Assistant*320-233-6169

MINISINAAKWAANG LEADERSHIP ACADEMY

Minisinaakwaang Leadership Academy, an Ojibwe Indian Charter School located in East Lake, is dedicated to a mission of significantly improving the academic performance of Ojibwe students from the East Lake/District II community. The academy has a partnership with the Minnesota Department of Education and is operated independently from the Mille Lacs Band. The school opened in fall 2007.

Noah Johnson, *Director*218-768-3477
.....noah.johnson@mlacademy.org
Dawn Aubid, *Board of Directors Chairperson*218-768-2345
.....dawn.aubid@mlacademy.org

PINE GROVE LEADERSHIP ACADEMY

Pine Grove Leadership Academy, an Ojibwe Charter School located on the Oshkimajitwawin Grounds, is dedicated to a mission of significantly improving the academic performance of Ojibwe students from the Aazhoomog/District III community. The academy has a partnership with the Minnesota Department of Education and is operated independently from the Mille Lacs Band. The school opened in fall 2007.

Melanie Benjamin, *Interim Director*320-384-7598
David Matrious, *Board of Directors Chairperson*320-384-7598
.....dmatriouspgla@gmail.com

EARLY EDUCATION

Head Start, Early Head Start, and day care services are available for infants, toddlers and preschoolers ages 0-5 in District I. Districts II and III offer Early Head Start and Head Start to children ages 0-5.

Tammy Wickstrom, *Early Education Director*320-532-4690, ext. 2239
.....twickstrom@nas.k12.mn.us
Knute Peterson, *District I Early Education Coordinator*320-532-4690, ext. 2281
.....kpeterson@nas.k12.mn.us
Tabatha Boyd, *District II Early Education Coordinator*218-768-2051
.....tboyd@nas.k12.mn.us
Melinda Cross, *District III Early Education Coordinator*320-384-7162
.....mccross@nas.k12.mn.us

OJIBWE LANGUAGE PROGRAM

This program assures that day care and Head Start students are taught by two fluent Ojibwe speakers for 35-45 minutes a day and provides a speaker in each classroom.

Cheryl Minnema, *Director of Ojibwe Language and Culture*320-532-4690

NUTRITION PROGRAM

Free breakfasts, lunches and snacks are provided to children in Early Education programs.

Deb Foye, *Nutrition Coordinator*320-532-4690, ext. 2213
.....dfoye@nas.k12.mn.us

PARENT EDUCATION EVENINGS

Parents and children participate in activities to improve their educational and parenting skills. This includes family activity nights, positive Indian parenting, and fatherhood events.

FAMILY ACTIVITY EVENTS

Held once a month, these events are open to parents and families of Early Education children who want to learn about topics such as child development, nutrition, and family stress.

TIME WITH CHILD PROGRAM

This program grants Band employees three hours of paid leave from work each month to spend time with their children in school.

MILLE LACS EARLY EDUCATION PARENT STORE

Parents who volunteer their time by attending Early Education parent committee meetings or parent activity nights, working in the classroom, or performing other activities earn “parent bucks” to use in the Parent Store. The store features household goods, personal care products, and children’s toys and games.

PARENT ACTION COMMITTEE MEETINGS

These meetings provide a small-group setting in which parents and teachers can talk about a child’s performance or discuss topics such as child development. These meetings are held monthly.

Karen Sam, *Parent Involvement Coordinator* 320-532-4695, ext. 2160
.....ksam@nas.k12.mn.us

HEAD START POLICY COUNCIL

Elected Head Start parents serve on a board that works with staff and the school board to make decisions on policies and procedures for the Head Start program.

Tammy Wickstrom, *Early Education Director* 320-532-4690, ext. 2239
.....twickstrom@nas.k12.mn.us
Gaylene Spolarich, *Family and Community Specialist* 320-532-4690, ext. 2210
.....gspolarich@nas.k12.mn.us

DISTRICT II EAST LAKE/ISLE EDUCATION OUTREACH PROGRAM

This program provides educational support services at East Lake, including community education programming.

Mary Dalquist, *American Indian Parent-Student Liaison (East Lake)*218-768-2395
Vacant, *American Indian Parent-Student Liaison (Isle)*218-768-2395

DISTRICT III AAZHOOMOG EDUCATION OUTREACH PROGRAM

This program provides support services to students attending school in Hinckley, East Central/Sandstone, and Pine City including community education programming.

Lauren Davis, *American Indian Parent-Student Liaison*320-630-2422

PUBLIC SCHOOL OUTREACH PROGRAM

This program provides support services to students attending school in Onamia.

BOYS & GIRLS CLUB OF THE MILLE LACS BAND

The Boys & Girls Club of the Mille Lacs Band helps youth develop the attitudes, skills, values and behaviors that enable them to succeed in life. We encourage a healthy and physically fit lifestyle by providing recreational and organized sports complemented with culturally driven programming. These key elements drive our efforts and allow us to have a lasting impact on youth.

Based on the interests and needs of the community and boys and girls we serve, we offer diverse programming in five areas:

- Character and leadership development
- Health and life skills
- Education and career development
- The arts
- Sports, fitness and recreation

Justin Beaulieu, *Director of Operations*320-532-7586
.justin.beaulieu@millelacsband.com
Adrienne Benjamin, *Administrative Assistant*320-532-4744
.adrienne.benjamin@millelacsband.com

ADMINISTRATIVE STAFF

The Boys & Girls Club staff are located in District I, District II (East Lake), District IIA (Isle), and District III. Coordinators carry out daily operations and programming for each district and ensure that the program serves the communities effectively. Each coordinator supervises the Boys & Girls Club specialists who work under him or her. Any questions, comments or concerns about specific activities of the program should be directed to the respective coordinator.

District I

Chris Nayquonabe, *District I Coordinator* 320-532-7518
.....chris.nayquonabe@millelacsband.com

District II

Darrell Shingobe, *District II Coordinator* 218-768-3311, ext. 2230
.....darrell.shinogbe@millelacsband.com

District IIA (Isle)

Vacant, *District IIA Coordinator* 320-676-1102

District III

Weylin Davis, *District III Coordinator* 320-384-6240, ext. 237
.....weylin.davis@millelacsband.com

All districts

John P. Benjamin, *Drum and Dance Coordinator* 320-532-4701
.....john.benjamin@millelacsband.com

HIGHER EDUCATION

MILLE LACS BAND SCHOLARSHIP PROGRAM

This program provides financial aid to all Band members as they pursue their educational goals and rewards them financially when they achieve those goals. This program is not intended to replace other forms of financial aid. All applications and forms can be found at www.millelacsobjibwe.org under Programs & Services and Education.

Toll-free telephone number866-916-5282
Camille Smith, *Scholarship and Career Assistant*320-495-3702, ext. 32
.....camille.smith@millelacsband.com
Sami Thomas, *Scholarship and Career Assistant*320-495-3702, ext. 31
.....sami.thomas@millelacsband.com

SCHOLARSHIPS AND AWARDS

Vocational, technical, college and university students can apply for scholarships to pay for books, tuition and fees. Scholarship applications are available online at www.millelacsband.com.

ACADEMIC ACHIEVEMENT AWARDS

These awards are given upon successful completion of various levels of education, from high school to graduate school. Academic achievement award applications are available online at www.millelacsband.com.

EDUCATIONAL ENRICHMENT

Mille Lacs Band members of all ages can apply for Educational Enrichment funds to attend educational classes, school-based activities, cultural activities, and community education classes. Some restrictions apply. Educational enrichment fund applications are available online at www.millelacsband.com.

MILLE LACS TRIBAL COLLEGE

The Mille Lacs Tribal College at the Galloway property near District I offers post-secondary classes in collaboration with Fond du Lac Community College, Central Lakes College, and the University of Minnesota-Duluth.

Camille Naslund, <i>Director of Higher Education</i> .....	.320-495-3702, ext. 28
.....	camille.naslund@millelacsband.com
Tara Benjamin, <i>Administrative Assistant</i> .....	.320-495-3702, ext. 30
.....	tara.benjamin@millelacsband.com
Vacant, <i>Student Support Coordinator</i> .....	.320-495-3702, ext. 25
Camille Smith, <i>Scholarship and Career Assistant</i> .....	.320-495-3702, ext. 32
.....	camille.smith@millelacsband.com
Sami Thomas, <i>Scholarship and Career Assistant</i> .....	.320-495-3702, ext. 31
.....	sami.thomas@millelacsband.com

LIBRARY

The Nay Ah Shing Upper School Library is open to community members every day from 3-4 p.m. Visitors can use periodicals, books, videos and computers for Web searching or word processing.

Alan Mitchell, <i>Librarian Assistant</i> .....	.320-532-4695
Letitia Mitchell, <i>Librarian Assistant</i> .....	.320-532-4690

Gaming Regulatory Authority

The Mille Lacs Band Gaming Regulatory (GRA) is an independent regulatory agency of tribal government established to separate the government’s regulatory function from the management function. The purpose of the GRA is to ensure that all gaming activities on Mille Lacs Band land are carried out in compliance with the Indian Gaming Regulatory Act, Title 15 of the Mille Lacs Band statutes, tribal and state compacts, the GRA’s Detailed Gaming Regulations (DGR), and all other applicable laws.

Current GRA board members are Shannon Thomas, Chairperson, Johnathan Benjamin, Vice Chairperson, Craig Hansen, and Darla Roache.

Mille Lacs office:
700 Grand Avenue
Onamia, MN 56359
320-532-8887

Hinckley office:
777 Lady Luck Drive
Hinckley, MN 55037
320-384-4468

OFFICE OF GAMING REGULATION & COMPLIANCE

Christinia Thomas, *Executive Director*320-532-8851 (Mille Lacs office)
.320-384-4811 (Hinckley office)
Becky Majzner, *Assistant Director*320-532-8834 (Mille Lacs office)
.320-384-4469 (Hinckley office)

INTERNAL AUDIT

Becky Houle, *Director*320-532-8884 (Mille Lacs office)
.320-384-4639 (Hinckley office)

LICENSING/EXCLUSIONS

Irene Phillips, *Mille Lacs Licensing Manager*320-532-8835
Deanna Blesi, *Hinckley Licensing Manager*320-384-4470

SURVEILLANCE

Dave Miller, *Director*320-532-8213 (Mille Lacs office)
.320-384-4851 (Hinckley office)

VENDOR LICENSING

Karen Miller, *Vendor Licensing Senior Officer* 320-532-8832

COMPLIANCE

Ron Schulz, *Senior Compliance Officer* 320-532-8185 (Mille Lacs office)
..... 320-384-4488 (Hinckley office)

INVESTIGATIONS

Susan Klapel, *GRA Investigator* 320-384-4934

CHARITABLE GAMING

Shelly Day, *Executive Administrative Assistant* 320-532-8887 (Mille Lacs office)
..... 320-384-4468 (Hinckley office)

Health and Human Services

The Department of Health and Human Services strives to make high-quality health and social programs and services more accessible to everyone in the community.

- Don Eubanks, *Commissioner of Health and Human Services*320-532-4163, ext. 2503
.....don.eubanks@millelacsband.com
- Michelle Beaulieu, *Administrative Assistant to Commissioner* . . .320-532-4163, ext. 2564
.....michelle.beaulieu@millelacsband.com
- Ginger Weyaus, *Executive Director*320-532-4163, ext. 2509
.....ginger.weyaus@millelacsband.com
- Dr. Salina Rizvi, *Health Director*320-532-4163, ext. 7715
.....salina.rizvi@millelacsband.com

NE-IA-SHING CLINIC – DISTRICT I

This clinic provides immunizations, annual physicals, annual dental screenings, and many other health services. Clinic hours are 8 a.m.–5 p.m., Monday through Friday.

- General telephone number320-532-4163
- Toll-free telephone number888-622-4163
- Nursing direct line320-532-4163, ext. 2555
- Triage direct line320-532-4163, ext. 2516
- Dental direct line320-532-4779
- Pharmacy direct line320-532-4770
- Dr. Mark Bostrom, *Medical Director*320-532-4163, ext. 7575
.....mark.bostrom@millelacsband.com
- Roger Jahn, *Director of Nursing*320-532-4163, ext. 2553
.....roger.jahn@millelacsband.com

DIABETES CLINICS

These sessions are held every Thursday and include education and examinations by medical providers, a registered dietician, a podiatrist, nurses, and other health professionals. These clinics help people control their diabetes, which improves their health and helps prevent complications.

- Johanna Larson, *Diabetes Program Coordinator*320-532-7790
.....johanna.larson@millelacsband.com
- Cyndy Travers, RD, CDE, MS, *Diabetes Case Manager*320-532-4163, ext. 7840
.....cyndy.edgerton@millelacsband.com
- Arielle Beaulieu, *Diabetes Administrative Assistant*320-532-4163, ext. 7852
.....arielle.beaulieu@millelacsband.com

DENTAL SERVICES

The clinic offers general dental services Monday through Friday from 8 a.m.-5 p.m. For dental emergencies, call the clinic at 8 a.m. the morning of the day you want to come in.

OPTOMETRY AND OPTICAL SERVICES

Optical services, fittings and repairs are offered every Wednesday. Optometry exams are offered every Thursday.

AUDIOLOGY SERVICES

Hearing screenings are offered the second Friday of each month.

REGISTERED DIETITIAN COUNSELING

A dietitian is available Monday through Friday to assist people with nutrition plans, weight loss/gain programs, and other dietary concerns.

Cyndy Travers, RD, CDE, MS, *Registered Dietitian*320-532-4163, ext. 7840
.....cyndy.edgerton@millelacsband.com

COMMUNITY DIABETES REPRESENTATIVE

The Community Diabetes Representative facilitates a monthly talking circle, helps diabetics attend diabetes clinics, and conducts home visits.

Vacant, *Community Diabetes Representative*320-532-4163

LABORATORY SERVICES

Diagnostic laboratory services are provided through a Clinic Laboratory Improvement Act (CLIA) certified lab.

RADIOLOGY SERVICES

X-ray services are available.

NURSING SERVICES

EKG diagnostic services are available.

TRADITIONAL HEALING

Traditional medical practitioners serve the Ne-la-Shing, East Lake, and Aazhoomog clinics. Contact the clinics for a schedule of days and times when the traditional healers are available. Appointments may be made or walk-ins are welcome.

PHARMACY

The Ne-la-Shing Pharmacy provides prescriptions to Mille Lacs Band members, registered Native Americans, and registered employees. Prescription courier services extends to District II and III as well as the Hinckley Assisted Living Unit. Hours for the pharmacy pick-up window are 8 a.m.-5 p.m. following regular business hours. The pharmacy is closed from 12-12:45 p.m. Please call 320-532-4770 for refills, and allow a day's notice for them to be processed.

TELE-MEDICINE CLINICS

These sessions, which are held regularly as posted at the Band's clinics, allow Band members to be seen by specialists from other clinics via television. This helps patients who need to see specialists but have difficulty traveling long distances to another clinic.

AAZHOOOG CLINIC – LAKE LENA COMMUNITY CENTER, DISTRICT III

This clinic provides immunizations, annual physicals, annual dental screenings, and many other health services. Clinic hours are 8 a.m.-5 p.m., Monday through Friday.

General telephone number320-384-0149

DIABETES CLINICS

These sessions are held on the first and third Wednesdays of each month and include education and examinations by medical providers, a registered dietitian, a podiatrist, nurses, and other health professionals. These clinics help people control their diabetes, which improves their health and helps prevent complications.

Johanna Larson, *Diabetes Program Coordinator*320-532-4163, ext. 2527
.....johanna.larson@millelacsband.com

REGISTERED DIETITIAN COUNSELING

A dietitian is available to assist people with diabetic nutrition plans, weight loss/gain programs, and other dietary issues during scheduled Diabetes Clinic days on the first and third Wednesdays of each month.

Cyndy Travers, RD, CDE, MS, *Registered Dietitian*320-532-4163, ext. 7840
.....cyndy.edgerton@millelacsband.com

COMMUNITY DIABETES REPRESENTATIVE

The Community Diabetes Representative facilitates a monthly talking circle, helps diabetics attend diabetes clinics, and conducts home visits.

Vacant, *Community Diabetes Representative*320-532-4163

LABORATORY SERVICES

Diagnostic laboratory services are provided through a Clinic Laboratory Improvement Act (CLIA) certified lab.

RADIOLOGY SERVICES

X-ray services are available.

TRADITIONAL HEALING

Traditional health practitioners serve the Aazhoomog Clinic one to two days per week.

TELE-PHARMACY

Our central pharmacy at Ne-Ia-Shing Clinic provides a variety of medications at Aazhoomog Clinic. Based on the results of a clinic visit, many medications may be supplied on site. Other prescriptions are couriered with usual next business day delivery to Aazhoomog Clinic and Hinckley Assisted Living Unit.

DISTRICT II CLINIC SERVICES – EAST LAKE COMMUNITY CENTER

Clinic services are offered Monday through Friday by a doctor and/or nurse practitioner.

East Lake Community Center218-768-3311

DIABETES CLINICS

These sessions are held on the last Wednesday of each month and include education and examinations by medical providers, a registered dietitian, a podiatrist, nurses, and other health professionals. These clinics help people control their diabetes, which improves their health and helps prevent complications. The Diabetes Nurse Educator is available during scheduled Diabetes Clinic days and on the last Wednesday of each month for home visits.

Johanna Larson, *Diabetes Program Coordinator*320-532-7790
.....johanna.larson@millelacsband.com
Cyndy Travers, RD, CDE, MS, *Dietitian*320-532-4163, ext. 7840
.....cyndy.edgerton@millelacsband.com
Arielle Beaulieu, *Diabetes Administrative Assistant*320-532-4163, ext. 7852
.....arielle.beaulieu@millelacsband.com

REGISTERED DIETITIAN COUNSELING

A dietitian is available to assist people with diabetic nutrition plans, weight loss/gain programs, and other dietary issues during scheduled Diabetes Clinic days on the last Wednesday of each month.

Cyndy Travers, RD, CDE, MS, *Dietitian*320-532-4163, ext. 7840
.....cyndy.edgerton@millelacsband.com

COMMUNITY DIABETES REPRESENTATIVE

The Community Diabetes Representative facilitates a monthly talking circle, helps diabetics attend diabetes clinics, and conducts home visits.

Vacant, *Community Diabetes Representative*320-532-4163

DIABETES TEAM PROGRAM

The Diabetes Team Program works to assist diabetics with their medical and nutritional needs. The Diabetes Case Manager is available to work with clients and manage their care. The Diabetes Nurse Educator assists the client and family to learn more about diabetes and related conditions. A Community Diabetes Representative is available to provide needed support for the client and family. A Registered Dietitian is available to assist with diabetic nutrition plans. There are many Diabetes Team members, including a physician to provide support and guidance, and everyone works together to improve care for diabetic clients. Contact the Diabetes Team Coordinator for more information about services.

Johanna Larson, *Diabetes Program Coordinator*320-532-2527
.....johanna.larson@millelacsband.com
Arielle Beaulieu, *Diabetes Administrative Assistant*320-532-4163, ext. 7852
.....arielle.beaulieu@millelacsband.com

DIETITIAN

A dietitian is available to assist people with diabetic nutrition plans, weight loss/gain programs, and other dietary issues. Contact the Registered Dietitian for more information about services.

Cyndy Travers, RD, CDE, MS, *Registered Dietitian*320-532-7840
.....cyndy.edgerton@millelacsband.com

HEALTHY HEART PROGRAM

Studies show that you can reduce your risk of developing heart disease by treating and controlling your blood pressure, weight, and cholesterol level, and by quitting smoking if you are a smoker. The Healthy Heart Program offers education classes on heart health in both group settings and one-on-one visits. These classes consist of weight loss plans, physical activity and nutritional advice for blood pressure, cholesterol, and diabetes. Special individual education and management classes are also available from your provider and a diabetes case manager.

Cyndy Travers, RD, CDE, MS, *Registered Dietitian*320-532-7840
.....cyndy.edgerton@millelacsband.com

FITNESS PROGRAM

The fitness program facilitates the development of a fitness routine for anyone interested in improving his or her physical fitness. The Physical Fitness Coordinator has trained fitness assistants available in each district to provide guidance in developing a personalized fitness routine. Contact the Physical Fitness Coordinator for more information.

Jim Ingle, *Physical Fitness Coordinator*320-532-7547
.....jim.ingle@millelacsband.com

NUTRITION EDUCATION

The Nutrition Education Assistant (NEA) assists families by providing basic nutrition education on the following topics: improving dietary quality, food security, food safety, and shopping behaviors.

Christine Kegg, *Nutrition Education Assistant*320-532-7742
.....christine.kegg@millelacsband.com

TELE-PHARMACY

Our central pharmacy at Ne-la-Shing Clinic provides a variety of medications through use of Tele-Pharmacy at East Lake Clinic. All other prescriptions are couriered with usual next business day delivery.

TRADITIONAL HEALING

Traditional health practitioners come to the clinic every week; dates and times are posted at the clinic.

PUBLIC HEALTH

The Public Health Department provides a full range of services to the Mille Lacs Band community.

Lisa Blahosky, *Public Health Director*320-532-7459
.....lisa.blahosky@millelacsband.com
District I Office, Bugg Hill320-532-7776
District II Office, East Lake Community Center218-768-2389
District III Office, Aazhoomog Clinic320-384-0149
Tami Pendegayosh, *Administrative Assistant*320-532-7776, ext. 2409
.....tami.hinrichs@millelacsband.com

PRENATAL VISITS

During prenatal visits, your Public Health Nurse will discuss:

- Normal body changes during pregnancy
- Nutritional needs during pregnancy
- Healthy choices for you during pregnancy
- Referrals for other available services

POSTPARTUM VISITS

Visits with a Public Health Nurse after you deliver your baby are available whether or not you saw a nurse during pregnancy. Topics covered include:

- Normal body changes after pregnancy
- Breastfeeding support
- Family planning and birth control methods that are best for you
- Information about infant development, weight and measurement
- Parenting techniques
- Referrals for other available services

WELL-CHILD SERVICES

Public Health Nurses are available to visit you during regularly scheduled appointments.

Topics covered during these visits include:

- Baby's height, weight and development
- Feeding your baby (breastfeeding, bottles, starting solids)
- Sleep habits
- How to play with your baby and activities that stimulate development
- Referrals for other available services

FAMILY PLANNING

Individual or group education sessions about family planning methods are available.

Whether you are trying to prevent or promote pregnancy, it may be beneficial for you to meet with a Public Health Nurse. Information about birth control methods, good physical health before and during pregnancy, and sexually transmitted diseases is available.

Allison Harr, PHN/RN, *All Districts MCH Coordinator*320-532-7511
allison.harr@millelacsband.com
Kari DiGiovanni, *RN Doula Coordinator*320-532-7457
kari.digiovanni@millelacsband.com
Roberta Ladd, *Health Educator*320-532-7812
roberta.ladd@millelacsband.com

COMMUNITY DOULA PROJECT

Trained Community Doulas assist moms-to-be in creating specific, individualized birth plans and provide them with physical, emotional and cultural support during labor and delivery. Doulas also help mothers and new babies with the bonding process. Research has shown that women assisted by Doulas experience lower rates of C-sections, shorter labors, and less need for pain medications.

Kari DiGiovanni, *RN Doula Coordinator*320-532-7459
.....kari.digiovanni@millelacsband.com

BREASTFEEDING COUNSELING

Babies are born ready to breastfeed. Public Health Nurses who are specifically trained in lactation counseling offer education and support during the prenatal and postpartum period to help mothers get a good start on nursing.

Kari DiGiovanni, *RN Breastfeeding Consultant*320-532-7457
.....kari.digiovanni@millelacsband.com
Allison Harr, PHN/RN, *Breastfeeding Consultant - All Districts*320-532-7511
.....allison.harr@millelacsband.com

HOME SAFETY

The public health staff is available to perform home safety checks for families with young children or for Elders. A limited number of safety items may be available following the home safety check. Instruction on how to use this equipment will be provided, although the nursing staff cannot install the equipment for families.

Allison Harr, PHN/RN - *Maternal Child Health - All districts*320-532-7511
.....allison.harr@millelacsband.com

CPR CLASSES

CPR classes are offered to Band members and staff on the latest life-saving techniques for infants, children and adults. The classes include information on responding to choking, CPR, rescue breathing techniques, airway/breathing/circulation (ABC), and check/call/care procedures. Certifications are given after the successful completion of the course. Please call a month in advance if you will need this service. Class sizes of six only will be offered with staff availability.

Kari DiGiovanni, *RN CPR Instructor*320-532-7457
.....kari.digiovanni@millelacsband.com
Lisa Blahosky, *RN CPR Instructor*320-532-7459
.....lisa.blahosky@millelacsband.com
Jackie Jensen, *CPR Trainer*320-532-7783
.....jackie.jensen@millelacsband.com

CHILD BIRTH EDUCATION CLASSES

Public Health offers child birth education classes to help you understand the normal birthing process, medical interventions associated with child birth, comfort measures, as well as breastfeeding basics, postpartum care, and newborn care and safety.

Allison Harr, *PHN/RN - Maternal Child Health Coordinator*320-532-7511
.....allison.harr@millelacsband.com

PARENTING EDUCATION

Children do not come with an instruction book, and parenting can be challenging. Public health staff can meet with parents to provide age-specific parenting education, explain developmental stages that children go through, and discuss alternative ways to discipline children.

Allison Harr, *PHN/RN - MCH Coordinator - all districts*320-532-7511
.....allison.harr@millelacsband.com

DENTAL VARNISHING

Fluoride varnishing to assist in preventing cavities and tooth decay. Also slows down current tooth decay.

Allison Harr, *PHN/RN - MCH Coordinator*320-532-7511
.....allison.harr@millelacsband.com
Kari DiGiovanni, *RN*320-532-7457
.....kari.digiovanni@millelacsband.com

WOMEN, INFANTS AND CHILDREN (WIC) PROGRAM

This is a supplemental nutrition program known to many people as WIC. The program provides vouchers for supplemental foods that promote good health, nutrition education, and referrals to other related programs. Supplemental food vouchers are given to eligible pregnant or breastfeeding women and their children, depending upon their health needs.

Who is eligible?

- Pregnant women
- Breastfeeding women
- Women who have a baby younger than six months old
- Infants and children up to five years old

Individuals must also:

- Be eligible for services through the Mille Lacs Band
- Be at nutritional risk
- Meet liberal income guidelines

Voucher pick-up:

- District I – every Tuesday except if there is a fifth Tuesday in the month
- District II – first Tuesday of every Month
- District III – the second and fourth Wednesday of the month

What can you expect from the WIC Program?

- Nutrition education
- Information on other programs and referrals
- WIC vouchers for food to supplement your food supply
- Equal treatment
- Fairness
- Confidentiality

Contact the WIC Clerk to make an appointment at the WIC clinic.

Kari DiGiovanni, *WIC Coordinator*320-532-7457
.....kari.digiovanni@millelacsband.com
Joanne Boyd, *WIC Clerk*320-532-7821
.....joanne.boyd@millelacsband.com

MOTHERS AND CHILDREN (MAC) PROGRAM/NUTRITION ASSISTANCE PROGRAM FOR SENIORS (NAPS)

This program provides supplemental food and nutrition education to eligible postpartum mothers and children until the age of six. It also provides supplemental food to Elders age 65 and older who qualify under the income guidelines. This program is sponsored by Second Harvest. Contact the program coordinator for more information.

Joanne Boyd, *Program Coordinator* 320-532-7776, ext. 2405
.....joanne.boyd@millelacsband.com

COMMUNICABLE DISEASE FOLLOW-UP

Through this program, a Public Health Nurse contacts clients who have been diagnosed with a communicable disease to assure that they have received the proper course of medication and to prevent further health problems.

Jackie Jensen, *RN-District I and II* 320-532-7783
.....jackie.jensen@millelacsband.com
Donna Hormillosa, *RN-District III* 320-384-0149
.....donna.hormillosa@millelacsband.com

COMMUNITY HEALTH REPRESENTATIVES (CHRs)

CHRs provide transportation for individuals to medical, dental and optical appointments only after all other resources are exhausted. Appointments should be confirmed with the CHR's schedule to assure that clients arrive on time to their appointments. No one under the age of 18 will be transported without a parent. All persons being transported are required to wear a seatbelt at all times. There is a strict two-day prior notice for scheduled appointments. Same day transportation or transports not scheduled two days prior to the appointment, will be taken on staff availability only. Contact the Lead CHR for more information on services and eligibility requirements.

Mary Sam, *Lead CHR* 320-532-7815
.....mary.sam@millelacsband.com
Eileen Farah, *District II Transporter* 218-768-2389
Francine Staples, *District III Transporter* 320-384-0149
.....francine.staples@millelacsband.com
Connie Taylor, *District III Transporter* 320-384-0149

HOME HEALTH AIDES/ELDER CARE AIDES/HOME MAKING

Home Health Aides/Elder Care Aides provide personal care (hair washing, showers, nail care, etc.), visiting, light housekeeping, and other services for clients with medical or health problems. Aides may also monitor vital signs and provide basic health services as assigned by a Registered Nurse. Contact the Home Health Coordinator for more information on services and eligibility requirements.

Jackie Jensen, RN *Home Health Coordinator - District I*320-532-7783
.....jackie.jensen@millelacsband.com
Mary Mercado, RN - *District I and II*320-532-7776, ext. 2407
.....mary.mercado@millelacsband.com
Donna Hormillosa, RN - *District III*320-384-0149
.....donna.hormillosa@millelacsband.com
Renee Bayerle, *Home Health Aide*320-532-7776, ext. 2405
.....renee.bayerle@millelacsband.com
Linda Moses, *Home Health Aide*320-532-7776, ext. 2405
.....linda.moses@millelacsband.com

IN-HOME CARE

Specialized nursing care is provided by Public Health Nurses in the home to assist with medication management, wound care, dressing changes, post-operative care, etc. The Public Health Nurses are Registered Nurses who are able to provide medical care to the client as ordered by the client's physician. The Registered Nurse may also assign a Licensed Practical Nurse or Home Health Aide to assist in the care of the client. For further information, please call the Home Health Coordinator in your District.

Jackie Jensen, RN *Home Health Coordinator - District I*320-532-7783
.....jackie.jensen@millelacsband.com
Donna Hormillosa, RN *Home Health Coordinator - District III*320-384-0149
.....donna.hormillosa@millelacsband.com
Mary Mercado, RN - *District I and II*320-532-7776, ext. 2407
.....mary.mercado@millelacsband.com

TOBACCO CESSATION/SECONDHAND SMOKE

Tobacco cessation is designed to help you quit smoking commercial tobacco and return to using tobacco for traditional use. You will learn about the challenges with quitting and ways to overcome them so you can quit for good. The Health Educator has an excellent knowledge base and is willing to assist Band members or employees with smoking cessation. Contact the Health Educator for more information on this program.

Roberta Ladd, *Health Educator*320-532-7812
.....roberta.ladd@millelacsband.com

MEDICATION DELIVERY

Community Health Representatives (CHRs) deliver medical prescriptions to homebound Elders who have no other means of obtaining their medication. Deliveries are scheduled for two days per week and require prior authorization from the CHR and the pharmacy. CHRs will not deliver any medications that require a co-pay that hasn't been paid for in advance. Contact the Lead CHR for more information on services and eligibility requirements.

Mary Sam, *Lead CHR*320-532-7815
.....Mary.sam@millelacsband.com
Eileen Farah, *District II Transporter*218-768-2389
Francine Staples, *District III Transporter*320-384-0149
.....francine.staples@millelacsband.com
Connie Taylor, *District III Transporter*320-384-0149

MEDICATION MANAGEMENT AND SET UP

This service is available to Elders on the public health nursing caseload who must take medications. A Registered Nurse and Licensed Practical Nurse can help you categorize your medications, clarify dosages and frequency of medication, and help set up a medication management system for a one- to two-week time period.

Jackie Jensen, RN-District I320-532-7783
.....jackie.jensen@millelacsband.com
Donna Hormillosa, *RN-District III*320-384-0149
.....donna.hormillosa@millelacsband.com
Mary Mercado, RN - *District I and II*320-532-7776, ext. 2407
.....mary.mercado@millelacsband.com

CIRCLE OF LIFE PLUS/ALPINE MEDICAL ALERT

The Circle of Life Plus is an outreach program associated with the American Cancer Society to promote early cancer detection screenings such as mammograms, pap tests, prostate screenings, and colonoscopy tests. The Circle of Life Plus program provides incentives for people to receive regular screenings for breast, cervical, prostate or colorectal cancer. Please call the Circle of Life Plus Coordinator for more information. In addition, the Circle of Life Plus Coordinator offers assistance with setting up medical alert systems in your home.

Linda Moses, *Circle of Life Plus Coordinator* 320-532-7776, ext. 2405
.....linda.moses@millelacsband.com

BEHAVIORAL HEALTH SERVICES

Behavioral Health Clinic 800-709-6445, ext. 7776
Direct lines 320-532-4754 or 320-532-7776
Donna Isham, *Behavioral Health Director* 320-532-7774
.....donna.isham@millelacsband.com
Deanna Sam, *Administrative Assistant/Claims Processor* 320-532-7773
.....deanna.sam@millelacsband.com
Erica Hanson, *Receptionist* 320-532-4754 or 320-532-7776
.....erica.hanson@millelacsband.com

RULE 25 CHEMICAL DEPENDENCY ASSESSMENTS

Assessors determine the length and type of treatment that is needed by individuals with chemical dependency problems. To schedule chemical dependency and mental health appointments in District I, please contact Deanna Sam at 320-532-7773. To schedule appointments in Districts II and III, please contact the counselor in that area.

District I

James McFarland, *Chemical Dependency Counselor* 320-532-7770
.....james.mcfarland@millelacsband.com
Amanda Nickaboine, *Chemical Dependency Counselor* 320-532-7771
.....amanda.nickaboine@millelacsband.com
Lisa Finnerty, *Adolescent Chemical Dependency Counselor* 320-532-7772
.....lisa.finnerty@millelacsband.com

District II

Mark Watters, *Chemical Dependency Counselor* 218-768-2431
.....mark.watters@millelacsband.com

District III

Monica Haglund, *Chemical Dependency Counselor* (Lake Lena)320-384-0149
monica.haglund@millelacsband.com
Mike Kettner, *Chemical Dependency Counselor* (Hinckley)320-384-6696
mike.kettner@millelacsband.com

ALCOHOLICS ANONYMOUS

This group intervenes and supports individuals battling chemical dependency.

District I

Meetings are held every Tuesday at 6:30 p.m. at the Chemical Dependency Outpatient building.

James McFarland, *Chemical Dependency Counselor*320-532-7770
james.mcfarland@millelacsband.com

District II

Meetings are held every Monday at 6 p.m. at the East Lake Community Center.

Mark Watters, *Chemical Dependency Counselor*218-768-2431
mark.watters@millelacsband.com

District III – Wellbriety AA

Meetings are held every Tuesday at noon at the Aazhomoog Clinic, Lake Lena.

Monica Haglund, *Chemical Dependency Counselor*320-384-0149
monica.heglund@millelacsband.com

Meetings are held every Wednesday at 6 p.m. at the Hinckley Corporate Commission Building.

Mike Kettner, *Chemical Dependency Counselor*320-384-6696
mike.kettner@millelacsband.com

RELAPSE PREVENTION/AFTERCARE PROGRAM

This group works toward preventing relapses in individuals recovering from chemical dependency.

District I

Meetings are held every Wednesday at 6 p.m. at the Ne-la-Shing Clinic conference room.

James McFarland, *Chemical Dependency Counselor*320-532-7770
.....james.mcfarland@millelacs.com

District II

Meetings are held every Thursday at 6 p.m. at the East Lake Community Center.

Mark Watters, *Chemical Dependency Counselor*218-768-2431
.....mark.watters@millelacsband.com

District III

Meetings are held every Thursday at 1 p.m. at the Aazhomoog Clinic, Lake Lena.

Monica Haglund, *Chemical Dependency Counselor*320-384-0149
.....monica.haglund@millelacsband.com

Meetings are held every Tuesday at 6 p.m. at the Hinckley Corporate Commission Building.

Mike Kettner, *Chemical Dependency Counselor*320-384-6696
.....mike.kettner@millelacsband.com

ADOLESCENT CHEMICAL HEALTH GROUP

This support group helps youth who are trying to stay chemical free or who need support because a family member is abusing drugs or alcohol.

District I

Meetings are held every Wednesday at 5:30 p.m. at the Chemical Dependency Outpatient building.

Lisa Finnerty, *Adolescent Chemical Dependency Counselor*320-532-7772
.....lisa.finnerty@millelacsband.com

District II

Meetings are held every Monday at 3:30 p.m. at the East Lake ALU.

Monica Haglund, *Chemical Dependency Counselor*218-768-2431
.....monica.haglund@millelacsband.com

District III

Meetings are held every Thursday at 4 p.m. at the Hinckley Corporate Commission Building.

Mike Kettner, *Chemical Dependency Counselor*320-384-6696
.....mike.kettner@millelacsband.com

CHEMICAL DEPENDENCY OUTPATIENT TREATMENT PROGRAM

This program allows individuals to reside at home and be employed while participating in outpatient chemical dependency treatment. Referrals are accepted from either County or Tribal Rule 25 Chemical Dependency Assessors/Counselors.

Joe Nayquonabe, *Chemical Dependency Outpatient Counselor*320-532-5292
.....joe.nayquonabe@millelacsband.com
Ken Anderson, *Chemical Dependency Outpatient Counselor*320-532-4427
.....ken.anderson@millelacsband.com

HALFWAY HOUSE PROGRAM

This program provides a clean and sober living environment for adult Native American men suffering from the effects of alcohol and/or drug addiction.

Patrick Zerwas, *House Manager/Lead Counselor*320-532-4768
.....patrick.zerwas@millelacsband.com
Lloyd Keoke, *HWH Case Aide*320-532-4777
Thomas Mitchell, *HWH Case Aide*320-532-4777
Lisa Levig, *HWH Case Aide*320-532-4777
Kim Sam, *HWH Case Aide*320-532-4777

SOBRIETY FEAST

A sobriety feast is held at the District I Community Center the last Tuesday of each month and at the District IIa (Isle) Community Center the last Thursday of each month. Please contact Behavioral Health Services for the speaker/presenter of the month.

MENTAL HEALTH SERVICES

Mental health evaluations and counseling are provided to individuals and families. To make an appointment, please contact Deanna Sam at 320/532-7773 for District I or the Mental Health Counselor in the outer districts.

Kate Sand, *Doctoral Level Psychologist*320-532-7768
.....kate.sand@millelacsband.com
Crystal Houle, *Mental Health Therapist*320-532-7769
.....crystal.houle@millelacsband.com
Tuesday in Hinckley office320-384-6696
Wednesday in Aazhomoog-Lake Lena320-384-0149
Gina Cohen, *Mental Health Therapist*320-532-7776, ext. 2416
.....gina.cohen@millelacsband.com
Tuesdays and Thursdays in East Lake218-768-2563
Dorothy Sam, *Cultural Consultant* (available Wednesdays)320-532-7773

NON-VIOLENCE GROUP

This support group is for individuals dealing with anger issues.

District I Men’s Non-Violence Group

This group meets on Mondays at 3 p.m. at the Behavioral Health building.

Gina Cohen, *Contracted Mental Health Therapist*320-532-7776, ext. 2416
.....gina.cohen@millelacsband.com

District I Women’s Non-Violence Group

Meetings for this group are on Mondays at 11 a.m. at the Behavioral Health building.

Gina Cohen, *Contracted Mental Health Therapist*320-532-7776, ext. 2416
.....gina.cohen@millelacsband.com

District III Men’s and Women’s Non-Violence Group

The District III group meets on Wednesdays at 2 p.m. at Aazhomoog Clinic.

Monica Haglund & Crystal Houle320-384-0149
.....monica.haglund@millelacsband.com, crystal.houle@millelacsband.com

Women’s Circle – District III

The Women’s Circle meets Tuesdays at 4 p.m. at the Hinckley corporate building.

Monica Haglund, *Chemical Dependency Counselor*320-384-0149
.....monica.haglund@millelacsband.com

FAMILY SERVICES

The Family Services Department provides social services to Mille Lacs Band members and American Indians who reside in the identified service areas of the Band. The department also provides state and federal government services.

Main Line320-532-7776
Amy Opager - Central Intake Line320-532-7764
Toll Free Line800/709-6445, ext. 7588
Fax320-532-7583
After hours on call Social Worker (C) 320-630-2444

Ryan Champagne, *Director of Family Services*320-532-7776
.....ryan.champagne@millelacsband.com

Kristie Vance, *Lead Social Worker*320-532-7776
.....kristie.vance@millelacsband.com

Jeannie Reams, *Office and Financial Coordinator*320-532-7776
.....jeannie.reams@millelacsband.com

Valerie Eli, *Foster Care Coordinator*320-532-7776
.....valerie.eli@millelacsband.com

Montgomery Staples, *Administrative Case Aide/Transporter*320-532-7776
.....montgomery.staples@millelacsband.com

Vacant, *Administrative Case Aide/Transporter*320-532-7776

Kim Benjamin-Rivers, *ICWA Social Worker*320-532-7776
.....kim.benjamin-rivers@millelacsband.com

Bernadine Crampton, *ICWA Social Worker*320-532-7776
.....bernadine.crampton@millelacsband.com

Nancy Saboo, *ICWA Social Worker*320-532-7776
.....nancy.saboo@millelacsband.com

Suzanne Merrill, *ICWA Social Worker*320-532-7776
.....suzanne.merrill@millelacsband.com

Mary Jorgenson, *ICWA Social Worker*320-532-7776
.....mary.jorgenson@millelacsband.com

Deb Stewart, *ICWA Social Worker*320-532-7776
.....debra.stewart@millelacsband.com

Mike Carlson, ICWA <i>Social Worker</i>	320-532-7776
.....	.mike.carlson@millelacsband.com
Kathy Robertson, ICWA Support <i>Worker</i>	320-532-7776
.....	.kathy.robertson@millelacsband.com
Ashley Burr, ICWA Support <i>Worker</i>	320-532-7776
.....	.ashley.burr@millelacsband.com
Beldonna Brown, <i>Family Support Worker</i>	320-532-7776
.....	.beldonna.brown@millelacsband.com
Vacant, <i>Elder/Disability Social Worker</i>	320-532-7776

ELDER/DISABLED CARE COORDINATION

This program provides long-term care consultation services to Band members, spouses, and other household members living in Aitkin, Benton, Crow Wing, Kanabec, Mille Lacs, Morrison, and Pine counties. The program also administers Elderly Waiver (EW), Alternative Care (AC), Community Alternative Care (CAC), Community Alternatives for Disabled Individuals (CADI), and Traumatic Brain Injury (TBI) programs.

CHILD PROTECTION SERVICES

This program conducts child protection investigations on all neglect and abuse complaints within the Band’s jurisdiction.

INTAKE AND REFERRAL

This program conducts in-depth assessments and screenings of all child welfare reports. Staff members also provide referrals on behalf of clients to internal and external agencies to meet the specific needs of each client.

INDIAN CHILD WELFARE

This program monitors the welfare of all Band children and first-generation descendants outside of the Band’s designated service area under the Indian Child Welfare Act.

WRAPAROUND CARE COORDINATION

This program provides ongoing child welfare case management and prevention services to Band members, first-generation descendants, and American Indians within the Band’s designated service area.

OUTREACH AND PREVENTION SERVICES

This program provides internal and external agencies and the community with education, training, awareness and enrichment activities.

INDEPENDENT LIVING AND LIFE SKILLS PROGRAM

This program provides child welfare support services to Band members, first-generation descendants, and American Indians who are 14-21 years old and live within the designated service area of the Band. It also provides independent living assistance to Band members, first-generation descendants, and American Indians who are 16-21 years old and live within the Band's designated service area.

SUPPORTIVE SERVICES

The Family Services Department offers several supportive services for open and active cases in the department. These services include:

- Parent assistant: One-on-one parenting assistance using the Positive Indian Parent Model
- Tutor: One-on-one educational assistance
- Mentor: One-on-one positive role model for youth
- Crisis stabilizer: One-on-one crisis support
- Job coach: One-on-one formal employment assistance
- Independent life skills coach: One-on-one formal assistance in developing independent life skills
- Transporter: Assists with transportation requests
- Benefits assistant: Assists families who need to enroll in Medicaid and Medicare
- Homemaker: Assists with general and light homemaking needs

FOSTER CARE PROGRAM

This program licenses and trains foster care providers within the Band's designated service area. Any American Indian or community member with strong ties to the Mille Lacs Band may apply to become a licensed foster care provider.

COMMUNITY SUPPORT SERVICES

Freedom Porter, *Director of Community Support Services*320-532-4163, ext. 7539
freedom.porter@millelacsband.com
Doreen Mitchell, *Administrative Assistant*320-532-4163, ext. 7532
doreen.mitchell@millelacsband.com

ELDER SERVICES

Denise Sargent, *Elder Services* 320-532-7854
..... denise.sargent@millelacsband.com
Vacant, *Program Manager* 320-532-7496

ELDER ASSISTED LIVING UNITS

Assisted living units in all three districts – Mille Lacs, Hinckley, and East Lake – offer housing, basic daily living services, nutrition, nursing assistance, occupational therapy, and activities. The units are available for Mille Lacs Band Elders.

Dr. Salina Rizvi, *Health Director* 320-532-4163
..... salina.rizvi@millelacsband.com
Stacie Papenfuss, *Assisted Living Unit Nurse Manager/Registered Nurse* . . . 320-532-7565
..... stacie.papenfuss@millelacsband.com

EMERGENCY ASSISTANCE PROGRAM

An emergency loan program providing limited assistance to Band members living in the United States; with a purpose to ensure enrolled Band members experiencing an unforeseen emergency utilize this program as a final resource for assistance. Services include:

- Grocery emergency
- Utility emergency
- Eviction/rent emergency
- Fire/natural disaster emergency
- Clothing – for clients leaving a treatment or correctional facility
- Medical/funeral emergency

E/EAP Coordinator 320-532-7880
Brandi Wagner, *Eligibility Technician* 320-532-7880
..... brandi.wagner@millelacsband.com
Valerie Harrington, *Eligibility Technician* 320-532-7880
..... valerie.harrington@millelacsband.com
Karen Norby, *Support Technician* 320-532-7728
..... karen.norby@millelacsband.com
After hours utility emergency line 320-630-2687
24-hour fax 320-532-7546

ENERGY ASSISTANT PROGRAM

The Band is a service provider of the Minnesota Energy Assistance Program which provides energy assistance, crises, energy-related repairs, reach Out for Warmth, and weatherization services for Band member households located in the seven counties of Mille Lacs, Crow Wing, Aitkin, Pine, Kanabec, Sherburne, and Morrison. Band members who outside these counties can contact their local community action program or contact our office for the service provider in your area. Band Elders and disabled who have exhausted the State Energy Assistance Program are eligible for the Elder/Disabled Energy Assistance.

<i>E/EAP Coordinator</i>	320-532-7880
Sarah Crannell, <i>Weatherization Program Assistant</i>	320-532-7850
.....sarah.crannell@millelacsband.com	
Brandi Wagner, <i>Eligibility Technician</i>	320-532-7880
.....brandi.wagner@millelacsband.com	
Valerie Harrington, <i>Eligibility Technician</i>	320-532-7880
.....valerie.harrington@millelacsband.com	
Karen Norby, <i>Support Technician</i>	320-532-7728
.....karen.norby@millelacsband.com	
After hours utility emergency line	320-630-2687
24-hour fax	320-532-7546

WISDOM STEPS

This program encourages Elders to become more aware of and responsible for their health by advocating for proper nutrition, regular exercise, and health screenings. This program is available in all districts.

Marlene Poukka, <i>Community Health Educator</i>	320-532-4163, ext. 7812
.....marlene.poukka@millelacsband.com	
Freedom Porter, <i>Director of Community Support Services</i>	320-532-4163, ext. 7539
.....freedom.porter@millelacsband.com	
Mary Jo Jennings, <i>Board Member/Mille Lacs</i>	320-532-5944
.....mjennings@grcainos.com	
Renee Bruneau, <i>Activities Technician</i>	320-532-7853
.....renee.bruneau@millelacsband.com	

MILLE LACS BAND TITLE VI INDIAN ELDER NUTRITION PROGRAM

This program provides home-delivered noon meals to Elders. Group dining is also offered in the community centers in all three districts.

Denise Sargent, *Elder Services* 320-532-7494
.....denise.sargent@millelacsband.com

FOOD DISTRIBUTION PROGRAM ON INDIAN RESERVATIONS (FDPIR)

The Band is a service provider of the Food Distribution Program as an alternative to food stamps for American Indian households. The program provides food packages rather than coupons or cards and serves eligible Band members located in Mille Lacs, Crow Wing, Pine, Aitkin, Kanabec, and Sherburne counties (excluding households located in larger cities over 10,000 population).

E/EAP Coordinator 320-532-7880
Coleen Lueck, *Program Clerk* 320-532-7510
Kevin Pawlitchek, *Warehouse Technician* 320-532-7510
Randy Sam, *Warehouse Technician* 320-532-7510
24-hour fax 320-532-3725

FAMILY VIOLENCE PREVENTION PROGRAM

This program provides women in abusive relationships with information, referrals, legal advocacy, emergency shelter, transportation, and support groups. Please contact one of the people listed below for days, times and locations of meetings.

Marianne Washburn, *Family Violence Prevention Program Administrator* . . . 320-532-7793
.....(c) 320-630-2499
.....marianne.washburn@millelacsband.com
Heidi Fairchild, *Criminal Justice Intervention Coordinator* 320-532-7875
.....(c) 320-630-6708
.....heidi.fairchild@millelacsband.com

District I

Janice Olson, *Family Violence Prevention Program Community Advocate* . . . 320-532-4780
.....(c) 320-630-2691
.....janice.olson@millelacsband.com
Dana Skinaway-Sam, *Sexual Assault Advocate* 320-532-4780
.....dana.skinaway@millelacsband.com

District II

Cindy Olin, *Family Violence Prevention Program Community Advocate*218-768-4412
.(c) 320-630-2676
.cindy.olin@millelacsband.com

District III

June Evans, *Family Violence Prevention Program Community Advocate* . .(c) 320-630-2678

Family Violence Prevention Shelter

The Family Violence Prevention Shelter provides secure shelter for battered women and their children.

Raina Killspotted, *Family Violence Prevention Program Manager*320-495-3514
.raina.killspotted@millelacsband.com

Toll-free crisis hotline866-867-4006

Department of Justice

IN AN EMERGENCY, CALL 911

OFFICE OF THE SOLICITOR GENERAL

The Office of the Solicitor General (OSG) provides legal advice and representation for the Mille Lacs Band Tribal Government and oversees the Tribal Police Department. The OSG represents the Band in tribal, state and federal courts on all legal matters, including Indian Child Welfare, business, family, and federal Indian law.

Todd Matha, <i>Solicitor General</i>	320-532-4733
.....todd.matha@millelacsband.com	
Barbara Cole, <i>Deputy Solicitor General</i>	320-532-7845
.....barbara.cole@millelacsband.com	
Shauna Coons, <i>Deputy Solicitor General</i>	320-532-7827
.....shauna.coons@millelacsband.com	
Nichole Johnson, <i>Deputy Solicitor General</i>	320-532-7829
.....nichole.johnson@millelacsband.com	
Michael Harrarlson, <i>Deputy Solicitor General</i>	320-532-7845
.....michael.harrarlson@millelacsband.com	
Heidi Halverson, <i>Paralegal</i>	320-532-4783
.....heidi.halverson@millelacsband.com	
BearPaw Shields, <i>Administrative Assistant</i>	320-532-7894
.....bearpaw.shields@millelacsband.com	

TRIBAL POLICE

The Tribal Police Department ensures the safety and security of Band members and local communities. The Department, which began in 1984 with one officer, has grown to employ 20 full-time officers.

Dwight Reed, <i>Chief of Police</i>	320-532-7411
.....dwight.reed@millelacsband.com	
Justin Churchill, <i>Deputy Chief</i>	320-532-7412
.....justin.churchill@millelacsband.com	

COPS IN SCHOOL PROGRAM

This program provides a proactive, community-oriented law enforcement presence at the Nay Ah Shing Schools. Information about drugs, alcohol, gangs, safety, and other issues facing youth is also disseminated.

Joshua Kimball, <i>School Resource Officer</i>	320-532-7410
.....joshua.kimball@millelacsband.com	

PUBLIC SAFETY

The Public Safety Department sponsors several programs to help ensure the safety of Band members and local communities, including a neighborhood watch group, a child passenger safety seat program, and Project Jumpstart. The department also offers canine registration to Band members. Public Safety applies for supplemental grant funding through the U.S. Department of Justice Community Oriented Policing Services (COPS).

EMERGENCY MANAGEMENT

The Band’s Emergency Operations Plan is designed to protect Band property and Band members’ lives and property through preparedness, response, mitigation and recovery related to natural, technical, hazardous material, and terrorism disasters. The plan delegates 24-hour disaster coordination to the Band’s Tribal Emergency Response Committee.

Monte Fronk, *Coordinator* 320-532-4181, ext. 2558
..... monte.fronk@millelacsband.com
..... (f) 320-532-7546
..... (c) 320-362-0435

NEIGHBORHOOD WATCH GROUP

Community members are invited to join this group of concerned citizens who proactively watch over their neighborhoods to discourage unlawful activity.

Sid Lucas, *Director of Public Safety* 320-532-7540
..... sid.lucas@millelacsband.com

CHILD PASSENGER SAFETY SEAT PROGRAM

The purpose of this program is to ensure that young passengers are properly fitted with car safety seats and to offer parents and child care providers information on child passenger safety.

LeRoy Lassard, *Community Services Officer* 320-532-7531
..... leroy.lassard@millelacsband.com

CANINE REGISTRATION

Band members are asked to register their dogs through the Department of Public Safety.

LeRoy Lassard, *Community Services Officer*320-532-7531
.....leroy.lassard@millelacsband.com

PROJECT JUMPSTART

Project Jumpstart is an early defibrillation program that provides access to A.E.D.s (portable defibrillators) at the assisted living units, schools, and clinics in all three districts. Law enforcement, health care, and emergency response individuals are trained to use A.E.D.s.

PUBLIC SAFETY SCHOLARSHIP PROGRAM

The Public Safety Department offers one scholarship annually to a qualified Band member who is majoring in criminal justice and is in his or her second year at an accredited college. For eligibility requirements and additional information, contact Sid Lucas, Director of Public Safety, at 320/532-7540.

Sid Lucas, *Director of Public Safety*320-532-7540
.....sid.lucas@millelacsband.com

MILLE LACS BAND LEGAL AID

Mille Lacs Band Legal Aid provides legal services free of charge to low-income enrolled Band members. The office's three attorneys and managing attorney can assist with a wide range of civil and criminal issues, including family law, housing law, criminal defense, education law, and probate in tribal court. The program handles matters arising in Aitkin, Anoka, Benton, Crow Wing, Hennepin, Kanabec, Mille Lacs, Morrison, Pine, Ramsey, Sherburne, and Stearns counties. The attorneys have office hours in the urban area and all reservation districts.

Christopher Sailors, <i>Managing Attorney</i>	320-532-7714
.....chris.sailors@millelacsband.com	
Stephanie Shook, <i>Attorney</i>	320-532-7798
.....stephanie.shook@millelacsband.com	
Mary Mullen, <i>Attorney</i>	320-532-7798
.....mary.mullen@millelacsband.com	
Andrea Braun, <i>Attorney</i>	320-532-4709
.....andrea.braun@millelacsband.com	
Jennifer Kern, <i>Paralegal</i>	320-532-4702
.....jennifer.kern@millelacsband.com	
Claire Boyd, <i>Legal Administrative Assistant</i>	320-532-7855
.....claire.boyd@millelacsband.com	
Office number	320-532-7798

DISTRICT COURT LIAISON SERVICES

The liaison program transports Band members living on the reservation to tribal, county and state court-ordered activities. Activities include court appearances, counseling meetings, and community service.

Transportation is provided in the following counties:

Aitkin, Anoka, Benton, Crow Wing, Hennepin, Kanabec, Morrison, Pine, Ramsey, Sherburne, and Stearns counties; and Burnett County in Wisconsin

Mike Quinn, <i>Liaison Supervisor</i>	320-532-7501
.....(c) 320-279-0054	
Janice Sam, <i>Liaison, District I</i>	320-532-7501
.....(c) 320-279-0059	
Jill Valentino, <i>Liaison, District II</i>	218-768-3311
.....(c) 320-279-0056	
Oliver Gibbs, <i>Liaison, District III</i>	320-384-6240
.....(c) 320-279-2470	

Office of Management and Budget

The Office of Management and Budget performs financial services for the tribal government, including financial report preparation, payroll processing for employees, per capita payments for Band members, vendor check processing, purchase order issuance, cash receipts, grant reporting, government budget preparation and monitoring, personal loan program administration, discretionary loan program administration, burial insurance program administration, risk management, and general financial inquiry response.

John Gerdener, *Commissioner of Finance*320-532-7475
.....john.gerdener@millelacsband.com

EMPLOYEE PAYROLL SERVICES

Band employees can contact the office with any payroll, vacation, or sick leave questions.

Jean Schaefer, *Payroll Specialist*320-532-7879
.....jean.schaefer@millelacsband.com

INSURANCE SERVICES

Band employees can contact the office with any auto or property insurance claims or coverage matters.

Bette Sam, *Administrative Assistant*320-532-7470
.....bette.sam@millelacsband.com

REVOLVING LOAN FUND

Band members over the age of 18 can apply for personal loans from this fund. Borrowers can contact the loan specialist for loan balance information.

(See Appendix C for loan policies.)

Pam Boyd, *Loan Specialist*320-532-7467
.....pam.boyd@millelacsband.com

BURIAL INSURANCE

Burial insurance benefits cover the funeral-related expenses of all enrolled Band members.

(See Appendix D for the burial insurance policy.)

Bette Sam, *Administrative Assistant*320-532-7470
.....bette.sam@millelacsband.com

DISCRETIONARY LOAN PROGRAM

Band members who have received their minor trust fund and have funds available for garnishment from their per capita payments, may qualify for a loan of up to \$500 to be repaid from the Band member's next per capita payment. Borrowers may contact the Discretionary Loan Assistant for loan guidelines and information on the application process.

(See Appendix E for information on the Band Member Discretionary Loan Program.)

Danni Jo Harkness, *Discretionary Loan Assistant*320-532-7846
.....danijo.harkness@millelacsband.com

VENDOR & CONTRACT SERVICE PAYMENTS

Vendor and contract payments are issued from OMB twice per week.

Katy Radunz, *Finance Officer*320-532-7471
.....katy.radunz@millelacsband.com

PER CAPITA AND MINOR TRUST PREPARATION & DISTRIBUTION

Adult per capita payments are prepared and distributed by OMB the first Thursday of every month. Minor trust payments are prepared and distributed the third Friday of January, April, July and October of each year.

Kathy Heyer, *Per Capita Specialist*320-532-7472
.....kathy.heyer@millelacsband.com

EMPLOYEE TRAVEL & MILEAGE SERVICES

Employee mileage reimbursements are issued monthly and the employee travel payments are made on an as needed basis.

Pam Boyd, *Employee Travel & Mileage Specialist*320-532-7467
.....pam.boyd@millelacsband.com

Natural Resources

The Department of Natural Resources (DNR) develops and implements wildlife, fish and forestry improvement activities and regulates hunting, fishing and gathering on the reservation. It also provides many other services, including conservation enforcement, environment protection, natural resource permits, and historical preservation.

Bradley Kalk, *Commissioner of Natural Resources* 320-532-7439
.....bradley.kalk@millelacsband.com
Rachel Shaugobay, *Administrative Assistant to the Commissioner* 320-532-7443
.....rachel.shaugobay@millelacsband.com
Diane Nickaboine, *DNR Receptionist/Assistant* 320-532-7439
.....diane.nickaboine@millelacsband.com

WILDLIFE PROGRAM

The Wildlife Program enhances wildlife areas and natural environments.

Kelly Applegate, *Wildlife Biologist* 320-532-7747
.....kelly.applegate@millelacsband.com

WILD RICE PROGRAM

This program manages and monitors wild rice beds.

John Benjamin, *Field Operations Coordinator* (c) 320-630-2429
.....john.benjamin@millelacsband.com

DNR ENFORCEMENT PROGRAM

This program utilizes Band game wardens to enforce game, fish and environmental laws.

Mike Taylor, *Chief Conservation Officer* 320-532-7451
.....(c) 320-630-2473
.....mike.taylor@millelacsband.com
Jared Rasoti, *Conservation Officer* 320-532-7451
.....(c) 320-630-2470
.....jared.rasoti@millelacsband.com
Eric Hanneken, *Conservation Officer* 320-532-7451
.....(c) 320-630-2472
.....eric.hanneken@millelacsband.com
James Mattson, *Conservation Officer* (c) 320-630-2471
.....james.mattson@millelacsband.com

HUNTING AND FISHING LICENSES

The Mille Lacs Band provides Band members with licenses to hunt and fish on tribally-owned land or off the reservation. Issuers can also assist people with other natural resource issues.

DISTRICT I

Kevin Stobb, *Lead Licensing Agent*320-532-7896
.....kevin.stobb@millelacsband.com

DISTRICT II

Randi Harrington, *Licensing Agent*218-768-2197, ext. 3
.....randi.harrington@millelacsband.com

DISTRICT IIA

Carmen Green, *Program Administrator*320-676-1102
.....carmen.green@millelacsband.com

DISTRICT III

Vanessa Gibbs, *Licensing Agent*320-384-6240, ext. 229
.....vanessa.gibbs@millelacsband.com

URBAN OFFICE

Barb Benjamin-Robertson, *Urban Program Administrator*612-872-1424
.....barb.br@millelacsband.com

AIR PROGRAM

The Air Program monitors air quality, measures air contaminants, and works to correct any problems.

Charles Lippert, *Air Quality Technician*320-532-4704
.....charlie.lippert@millelacsband.com

GROUND WATER PROGRAM

This program monitors the quality of ground water, measures contaminants, and works to correct any problems.

Ryan Rupp, *Aquatic Research Biologist*320-532-7442
.....ryan.rupp@millelacsband.com

SURFACE WATER PROGRAM

This program monitors the quality of surface water in lakes and streams, measures contaminants, and works to correct any problems.

Perry Bunting, *Aquatic Research Biologist*320-532-7446
.....perry.bunting@millelacsband.com

WATER QUALITY LAB

The Water Quality Lab conducts tests on air as well as on ground, surface, drinking and waste water.

Scott Hansen, *Environmental Programs Manager*320-532-7445
.....(c) 320-630-2439
.....scott.hansen@millelacsband.com
Jeremy J. Harrington, *Water Quality Technician*320-532-7721
.....jeremy.harrington@millelacsband.com
Andrew Boyd, *Environmental and Ecosystem Technician*320-532-7779
.....andy.boyd@millelacsband.com

LAND AND REAL ESTATE SERVICES

Services are provided to Band members who have questions about land leases, purchases, probates, or other real estate activities.

Lisa Johnson, <i>Real Estate Director</i>	320-532-7552
.	(c) 320-630-2432
. . . . .	.lisa.johnson@millelacsband.com
Jenny Kegg, <i>Real Estate Clerk</i>	320-532-7449
. . . . .	.jenny.kegg@millelacsband.com
Sue Engberg, <i>Probate Clerk</i>	320-532-7571
. . . . .	.susan.enberg@millelacsband.com
Jammie Thomas, <i>Brownsfield Program Coordinator</i>	320-532-4772
. . . . .	.jammie.thomas@millelacsband.com
.	(f) 320-532-7780

HISTORICAL PRESERVATION

This program works to preserve archaeological sites and repatriate artifacts.

Natalie Weyaus, <i>Director of Tribal Historic Preservation Office</i>	320-532-7450
. . . . .	.natalie.weyaus@millelacsband.com
Elisse Aune, <i>Tribal Historic Preservation Review/Compliance</i> <i>Officer/NAGPRA Officer</i>	320-532-7513
.	(c) 320-630-2428
. . . . .	.elisse.aune@millelacsband.com

FIRE PROGRAM

The Fire Program is responsible for preventing and fighting wildfires.

Dean Staples, <i>Fire Management Technician</i>	320-532-7589
.	(c) 320-630-2431
. . . . .	.dean.staples@millelacsband.com

FORESTRY

Dean Staples, <i>Forestry</i>	320-532-7589
.	(c) 320-630-2431
. . . . .	.dean.staples@millelacsband.com

LAND MAINTENANCE

Richard Martin, <i>Lead Land Maintenance Technician</i>	320-532-7439
.....	(c) 320-630-2428
Vacant, <i>Land Maintenance Technician</i>	320-532-7439
Fred Schaefer, <i>Land Maintenance Technician</i>	320-384-6564
Dan Schaefer, <i>Land Maintenance Technician</i>	320-384-6564

TRIBAL OPERATIONS DEPARTMENT

ARCHIVES

The tribal government's archives department collects and preserves written materials for the Band and makes them available to researchers and other interested people.

Donald Graves, <i>Archivist</i>	320-532-7535
.....	archives@millelacsband.com

ORAL HISTORY PROGRAM

This program collects oral histories from Band members to preserve for future generations.

Caryn Day, <i>Director of Tribal Operations</i>	320-532-7897
.....	(c) 320-630-2430
.....	caryn.day@millelacsband.com

BLOOD QUANTUM

This program researches and amends Band members' blood quantum data.

Caryn Day, <i>Director of Tribal Operations</i>	320-532-7897
.....	(c) 320-630-2430
.....	caryn.day@millelacsband.com

TRIBAL ENROLLMENT

This service assists people who want to enroll as a Mille Lacs Band member. It also provides enrolled Band members with tribal identification cards.

- Caryn Day, *Director of Tribal Operations*320-532-7897
.....(c) 320-630-2430
.....caryn.day@millelacsband.com
- Darcie BigBear, *Enrollments Technician*320-532-7440
.....darcie.bigbear@millelacsband.com
- Ginny Davis, *Enrollment Assistant*320-532-7512
.....ginny.davis@millelacsband.com
- Brenda Bedausky, *Tribal Operations Specialist*320-532-7730
.....brenda.bedausky@millelacsband.com

Appendix A

DIRECTORY OF CORPORATE COMMISSION-OWNED BUSINESSES

GRAND CASINO MILLE LACS

700 Grand Avenue, PO Box 343, Onamia, MN 56359800-626-5825

Restaurants at Grand Casino Mille Lacs:

- Grand Northern Grill
- Grand Buffet
- The Woodlands Steakhouse
- Plums Snack Bar

Grand Casino Mille Lacs Hotel800-468-3517

Grand Casino Mille Lacs Events & Convention Center800-447-6877

Grand Venture for Kids320-532-4584 or 800-686-5825, ext. 8444

GRAND CASINO HINCKLEY

777 Lady Luck Drive, Hinckley, MN 55037800-472-6321

Restaurants at Grand Casino Hinckley:

- Grand Grill Americana
- Grand Buffet
- The Winds Steakhouse
- Cherries Snack Bar
- Silver Sevens Lounge

Grand Casino Hinckley Hotel800-468-3517

Grand Hinckley Inn800-468-3517

Grand Northern Inn800-468-3517

Grand Casino Hinckley RV Resort & Chalets800-995-4726

Grand Casino Hinckley Events & Convention Center800-447-6877

Grand Casino Hinckley Amphitheater800-472-6321

Grand Harmony Spa320-384-4836

Grand Venture for Kids800-472-6321

GRAND NATIONAL GOLF COURSE

300 Lady Luck Drive, Hinckley, MN 55037320-384-7427

EDDY’S RESORT

41334 Shakopee Road, Onamia, MN 56359320-532-3657

GRAND MARKET GROCERY STORE

16600 Ataage Drive, Onamia, MN 56359320-532-4055

MLB CONVENIENCE STORE

40955 U.S. Hwy. 169, Onamia, MN 56359320-532-3940

EAST LAKE CONVENIENCE STORE

36040 State Hwy. 65, McGregor, MN 55760218-768-3344

CROSSROADS CONVENIENCE STORE

63144 State Highway 48, Hinckley, MN 55037320-655-4412

MLB SUBWAY RESTAURANT

40955 U.S. Hwy. 169, Onamia, MN 56359320-532-3142

GRAND MAKWA CINEMA

16550 Ataage Drive, Onamia, MN 56359320-532-3929

ML WASTEWATER MANAGEMENT, INC.

ML Wastewater Management, Inc. is a non-profit corporation owned by the Corporate Commission and under the authority of its own board of directors. The company operates the regional wastewater treatment plant on the west side of Mille Lacs Lake. In partnership with the Garrison Kathio West Mille Lacs Lake Sanitary District, ML Wastewater Management, Inc. provides wastewater treatment services to the West Mille Lacs region, both on and off the reservation.

ML Wastewater Management, Inc.

43282 Timber Trails Road, Onamia, MN 56359320-532-4901

David Sam, *Acting Plant Manager*320-532-4901

WOODLANDS NATIONAL BANK

Under the authority of a Band-appointed board of directors, the Mille Lacs Band owns and operates Woodlands National Bank branches in Cloquet, Hinckley, Minneapolis, Onamia, and Sturgeon Lake as well as the Grand Market Branch.

240 North Road, Cloquet, MN 55720218-878-5999

26040 Main Street, Zimmerman, MN 55398763-634-6030

122 East Main Street, P.O. Box 190, Hinckley, MN 55037320-384-6191

1113 East Franklin Avenue, Suite 108, Minneapolis, MN 55404612-230-6960

424 Main Street, P.O. Box B, Onamia, MN 56359320-532-4142

8981 Market Street, P.O. Box 187, Sturgeon Lake, MN 55783218-372-3105

Grand Market Branch, 16602 Ataage Drive, Onamia, MN 56359320-532-5463

Appendix B

DIRECTORY OF MILLE LACS BAND MEMBER-OWNED BUSINESSES

AGRICULTURE:

Morning Sun Angus Co.

Curt Kalk
21862 County Road 10, Deerwood, MN 56444218-534-3778

Running Home Farms

Gordon Matrious
56706 North Hwy. 123, Askov, MN 55704320-224-4772

Willow Ridge Boarding Stables

Jackie McRae
willowr@brainerd.net
24383 Williams Road, Hillman, MN 56338320-277-3540

ARTISTS:

Beadwork Art

Barbara Benjamin-Robertson
robertsonb@qwest.net
3300 38th Avenue South, Minneapolis, MN 55406612-722-3281

Migizii Regalia

Robert Kegg
16031 Migizii Drive, Onamia, MN 56359320-532-4289

Native Images

Vincent Merrill
16235 Nay Ah Shing Drive, Onamia, MN 56359320-532-0984

Skin-O-Vations

Perry Skinaway, Sr.
2481 Evergreen Court, Apt. C, Hinckley, MN 55037320-279-2070

Woyak Indian Crafts

Lucille May Woyak
Hinckley Flea Market, Hinckley, MN 55037218-251-2431

BUSINESS SERVICES:

Black Dog Computer Services, LLC

Joe Hendren
blackdog@blackdogcomputers.com
20570 Iteri Avenue, Lakeville, MN 55044651-387-0946

Day Break Senior Care Center

Jack Thomas
321 Fire Monument Road, Hinckley, MN 55037218-316-1487

Eagle Clan Productions

Rick Anderson
14661 94th Place N, Maple Grove, MN 55369320-282-5650

Eagle Rock Associates

Hank Bonga
11533 Bay Pointe Drive, Breezy Point, MN 56472218-562-5069

Eagle Signs

Cheryl Miller
cgmiller@ecenet.com
1855 Moose Drive, Isle, MN 56342320-279-0026

First Nation's Distributing, Inc.

William Schaaf
schaafb@hotmail.com
9462 State Hwy. 27, Onamia, MN 56359320-492-5686

Paramount Embroidery

Scott Meyer
ParaEmb@mn.rr.com
www.ParamountEmbroidery.com
6941 Ticonderoga Trail, Eden Prairie, MN 55346952-294-8530

Red Circle Agency

Chad Germann
chad@redcircleagency.com
www.redcircleagency.com
251 First Avenue N, Suite 400, Minneapolis, MN 55401612-372-4612

Shield Services, LLC

Gary Dorr
13560 89th Street NE, Otsego, MN 55330612-366-1039

CONSTRUCTION SERVICES:

Anthony Costello Exteriors

Anthony Costello
313 10th Avenue North, Sauk Rapids, MN 56379320-230-0503

Bob's Contracting

Bobby Eagle
17375 Noopiming Lane, Onamia, MN 56359218-820-5175

Churchill Contracting Company

Albert "Joe" Churchill
churchill@charter.net
11575 East Laketown Drive, Albertville, MN 55301612-799-6730

DECO, Inc.

Robert A. Dorr
14275 Golf Course Drive, Suite 250, Baxter, MN 56425800-968-9114

Lone Eagle Construction

Michael W. Davis
20304 Driftwood Street, McGregor, MN 55760218-768-2249

Double D Construction & Carpet Sales

David Granger
gravedangerDD@hotmail.com
6315 County Road 138, Garrison, MN 56450320-692-6092

John Sutton Carpentry

John Sutton
8730 County Road F, Danbury, WI 54830715-656-3414

Nickaboine Construction

James Nickaboine
16245 Nay Ah Shing Drive, Onamia, MN 56359218-847-5812

Northland Quality Builders

Michael J. Nickaboine
28114 Cindy Street, Detroit Lakes, MN 56501218-847-5812

Thunderbird Builders

Virgil Wind
18501 Highway 27, Onamia, MN 56359320-630-1428

MAINTENANCE SERVICES:

Badgun Enterprises, Inc.

Gilda Burr
tabrrr@hotmail.com
10575 360th Street, Onamia, MN 56359320-532-0961

Go Fetsch Mechanical

Nikki Fetsch
25884 Quail Ridge Trail, Lindstrom, MN 55045651-216-2426

Wiikwaibaan Inini

Robert Dowell
warf60@chartermi.net
915 John Avenue, Superior, WI 54880218-349-7762

PERSONAL SERVICES:

Carole’s Grand Salon, Inc.

Carole Higgins
777 Lady Luck Drive, Hinckley, MN 55037320-384-7737

Hear More Hearing Aid Center

Donald Olson
www.hearmorehearingaidcenter.com
1445 White Bear Avenue, St. Paul, MN 55106651-771-4019
106 Central Avenue, Osseo, MN 55369763-391-7433
1001 Center Avenue, Moorhead, MN 56560800-664-6780
9424 Lyndale Avenue South, Bloomington, MN 55420952-884-3007

RECREATION:

Backstage Planet, LLC

Dan Boyd

dan@backstageplanet.com

www.backstageplanet.com

20777 State Highway 6, Deerwood, MN 56444218-534-9204

Warrior's Fight Promotions

Bobby Anderson

warrior@youbetnet.net

Tobies Mill Mall, Hinckley, MN 55037320-384-7064

RETAIL:

Candy Cupboard

Billie Jo Sarcia

700 Grand Avenue, Onamia, MN 56359320-532-7777

Appendix C

LOAN POLICIES

Effective date July 2, 1998; revised February 12, 2011

LOAN PROGRAM GENERAL INFORMATION

The Mille Lacs Band offers a loan program to Band Members that are elders or employed full-time and able to make payments through direct debit from their payroll. A “Loan Specialist” within the Office of Management and Budget shall be assigned to approve loans based on the guidelines herein. The Commissioner of Finance will have final approval on all loans and matters involving interpretation of the loan guidelines established herein. No other loans shall be given by the Tribal government through this program under any circumstances except as dictated by these policies.

The Loan Specialist agrees to follow the loan policies set forth herein and work with the Commissioner of Finance when evaluating loan applications. Loans will be approved weekly unless there are no applications to consider. Additional meetings between the Loan Specialist and Commissioner of Finance to consider loans may be requested as necessary. The Loan Specialist shall not participate in a loan decision in which their application, the application of a significant other, or an immediate family member’s application is being considered. For loan purposes, immediate family members shall be mother, father, son, daughter, brother, sister, grandparents, aunt, uncle, niece, nephew or spouse of corresponding in-law. In addition, the Commissioner of Finance must approve loans to the Loan Specialist and members of their family.

The Loan Specialist shall be responsible for maintaining confidential loan documentation including the loan applications along with all relevant information and amortization schedule on loan repayment.

Under no circumstances will OMB process any loans that DO NOT meet the minimum eligibility guidelines as stated in this policy.

LOAN APPLICATION

For individuals requesting a loan, the following procedures must be followed:

1. All applicants must complete a standard loan application which may be obtained from OMB, the Government Center receptionist, District II and III administrative assistants, or the Urban Office. Loan policies shall be posted in all three districts as well as the Urban Office.
2. All applicants agree to accept the decision of the Loan Specialist as final; however, applicants may appeal a decision to the Commissioner of Finance in writing.
3. All applicants agree to comply with the loan policies and applicable Band Statutes.
4. All loans shall have an annual percentage rate (APR) of 5%, except loans to Band Elders. Loans to Band Elders shall have an APR of 0%.
5. All applicants shall be at least 18 years of age.
6. All applicants shall be enrolled Mille Lacs Band Members.
7. If delinquent debt exists with the Mille Lacs Band tribal government including debt to the Mille Lacs Housing Authority, tribal court, motor vehicles, and any non-business political subdivision, 25% of loan proceeds will first be applied to delinquent Band debt with the remaining loan proceeds paid to the Band Member. Band Member will also agree at the time of receiving the loan proceeds, to make arrangements to pay off remaining delinquent debt.

LENDING GUIDELINES

1. Signature loans

The Loan Specialist may approve a signature loan of up to \$500.00 for a Band elder with a maximum repayment term of six (6) months.

In the case that an elder loan must be garnished from a per capita payment, that elder must then sign a note stating that failure to pay their next loan on their own shall result in not being able to borrow again for six (6) months. If they default again after having signed that note, the elder will not be able to borrow again for one (1) year.

2. Payroll deduction secured loans

The loan applicant must have been employed under full-time, permanent status** for at least ninety (90) days in order to be considered for a loan. A part-time person who has been employed for one (1) year is eligible for up to \$1,500.00 provided their employer does payroll deduction. Self-Employed applicants may be eligible after having been in business for one (1) year.

Elders that are working part-time for an employer that will honor payroll deductions, are eligible for loans up to \$1,500.00.

Band Members working for longer than 3 months in a temporary position may be eligible for a loan up to a maximum of \$500 if their current supervisor is willing to sign the employment verification information and ensure that the intent is for the Band Member to be employed for at least an additional six (6) months. Repayment through payroll deductions will also be required on these loans and at a rate of \$85 per month or \$21.25 per week.

** Employees that transfer from one job to another within any MLBO Government department are not required to wait 90 days before being eligible to receive a loan.

The loan applicant agrees to allow the Loan Specialist to ascertain if attendance and work performance is satisfactory in order to determine whether likelihood of continued employment is high.

The loan applicant's employer must be willing to make payroll deductions and send loan payments directly to OMB. If an applicant's employer is unable or unwilling to make payroll deduction payments on behalf of the Band Member, the loan application will be denied. All per capita payments of a loan recipient must be garnished if a loan becomes delinquent.

Lending guidelines:

	<u>Loan amount</u>	<u>Repayment terms</u>
Maximum first loan	\$500	6 months
Maximum second loan*	\$750	9 months
Maximum third loan*	\$1,000	12 months
Maximum loan fourth loan*	\$1,500	12 months
Maximum loan amount**	\$3,000	24 months

* In order to qualify for the next level of loan amount, good payment experience must have been demonstrated for the stated repayment term.

** In order to qualify for the maximum loan amount, must have five years consecutive and solid work experience and at least 2 years of good loan history with the Band.

Refinancing of a loan can occur if the balance of the current loan has been paid down to one-half of the original loan balance.

The Loan Specialist is not obligated to grant a loan for the maximum amount unless they deem the loan to be sound and appropriate. The Loan Specialist shall consider previous loan history with the Band when determining whether to grant a loan.

Applicants that are denied shall be notified by a phone call from the Loan Specialist or a letter within one week.

3. Promissory note

For all loans granted, a formal promissory note must be signed by the loan recipient. If applicable, a payroll deduction form shall also be signed by the loan recipient. Notice of the delinquent loan follow-up and garnishment procedure shall be given to the loan recipient at the time of the loan disbursement. The Loan Specialist shall be responsible for the maintenance of complete loan files that include the promissory note, payroll deduction form (if applicable), loan application, amortization schedule and any delinquency follow-up notices. Applicants must receive a copy of loan policies prior to the disbursement of their loan and acknowledge receipt via a signature.

DELINQUENT LOAN FOLLOW-UP

All loan balances will be maintained on a timely basis by the Loan Specialist. If loan payments are not received, the Loan Specialist will initiate the following collection procedures:

1. Follow-up with borrower's employer to check on payroll deduction status if the first payment due is not received within 15 days of expected payment date.
2. Call loan recipient when payment is 60 days overdue.
3. When a payment is 90 days overdue, send letter indicating that the borrower must come into OMB and make payments to bring loan balance to current or the borrower's future per capita payments will be garnished until their loan is repaid in full.

4. When a payment is 120 days overdue, file action in tribal court as needed. OMB may also seek to garnish any bonus due to the borrower. Debts owed to the tribal Government shall have priority for repayment with bonus garnishment. If more than one tribal government debt is owed, garnishment will be prorated to the outstanding debts based on the ratio of total outstanding balances.

The Band may utilize a collection agency to recover funds if deemed appropriate, on delinquent amounts over \$1,000.00.

5. The Loan Specialist may arrange revised repayment schedules for borrowers if it is deemed to be in the best interest of the Band. The Commissioner of Finance must approve revised repayment schedules before they become effective.

6. In the unfortunate event that an individual with an outstanding loan balance passes away, the remaining balance of the loan will be written off and not collected.

In the event that an individual with a loan balance becomes totally disabled, their loan payments shall be put on hold until such time that they are able to return to work. Loan payments shall resume upon their return to work and there shall be no change in the amount of loan this individual will be eligible to receive in the future.

7. OMB may outsource loan servicing and delinquency follow-up as it deems appropriate.

8. Interest on delinquent loans will continue to accrue at the rate stated in the promissory note.

9. If a Band Member leaves Band employment, 100% of their final paycheck from the MLBO Band Government will be applied toward their outstanding loan balance.

REBUILDING PROCESS

Once an employee is garnished for loan repayment, credit must be rebuilt from the beginning as follows:

First step: \$500

Second step: \$750

Third step: \$1,000

Final step: \$1,500

Appendix D

BURIAL INSURANCE POLICY

Contact information:

Upon the death of a family member, please contact the following people/offices for assistance and information related to the funeral.

Burial insurance information:

Bette Sam, *Administrative Assistant in the Office of Management and Budget*
.....320-532-7470
.....bette.sam@millelacsband.com

Purpose:

The Mille Lacs Band of Ojibwe (MLBO) will provide a self-insured program to assist with payment for burial and/or burial-related expenses. The following criteria shall be followed by the Office of Management and Budget (OMB) for all Band members.

1. Eligibility shall be for Mille Lacs Band of Ojibwe members only. In instances where the deceased is not a Band member, but is eligible for enrollment, payment to assist with the funeral and burial expenses shall be at the discretion of the Band Assembly.
2. A Band member may designate a family member or closest living relative to take responsibility for all arrangements of his or her burial by filling out a “Burial Designation Form.” If a Band member does not designate a specific individual, then the Band member’s spouse, children, parents or siblings shall choose a family member amongst themselves to handle the burial arrangements and make such choice known to the funeral home and OMB. If a family dispute should arise concerning the appointment of a designated family member payee, the family’s Elder shall settle such dispute and make such decision known to OMB before a stipend will be paid.
3. After the designated individual or chosen family member notifies the Band Assembly of a Band member’s death, OMB shall make available a family stipend in the amount of \$500. This stipend is intended to assist the family with expenses for food, travel, lodging or miscellaneous expenses and shall be deducted from the total burial policy amount. Such stipend shall be paid by check to the designated individual or chosen family member who is charged with the responsibility of making burial arrangements.

4. The cost of the burial, grave-digging, and other related costs shall be covered under this plan, but no more than \$7,000 shall be paid for any Band member's burial/funeral expense. The cost of the burial, grave-digging, and other related costs shall be paid directly to the funeral home within 30 days after OMB's receipt of an itemized billing statement.

5. In the event a Band member owns a private burial insurance policy for payment of his/her personal burial expenses, the Band shall authorize an amount of no more than \$2,000 to the designated responsible individual or chosen family member to pay for a headstone or other funeral-related expenses.

6. The individual Band member's burial funds shall not be transferable to any other person for his or her burial expense and shall be reserved in the MLBO General Fund.

7. In an instance where a deceased Band member has a completed "Burial Insurance Designated Form" on file with OMB and the burial items total less than \$7,000, the balance shall be paid to the designated beneficiary to be used as he or she decide.

8. If, for any reason, the individuals designated on the Burial Insurance Designated Form cannot be found to perform the necessary duties connected to the burial service, the next closest living relative or other family member may be chosen according to the terms of number two of this burial insurance policy.

9. At its sole discretion, the MLBO may donate up to \$200 in monetary or non-monetary gifts to the official of a cultural service from funds appropriated for cultural activities. Such donation is outside of the \$7,000 burial insurance policy.

10. The MLBO assumes no liability for any costs related to an individual's funeral or burial in excess of the benefits provided by this policy.

11. The MLBO may, at its sole discretion and without further notice to Band members, amend or terminate the burial insurance program if it is deemed to be harmful to the Band's financial condition or for any other reason.

Appendix E

BAND MEMBER DISCRETIONARY LOAN PROGRAM

Band members who have received their minor trust fund and have funds available for garnishment from their per capita payments, may qualify for a loan of up to \$500 to be repaid from the Band member's next per capita payment. Borrowers may contact the Discretionary Loan Assistant for loan guidelines and information on the application process.

GUIDELINES

1. All applicants shall be enrolled Mille Lacs Band members.
2. All applicants shall be at least 18 years of age and must receive per capita payments.
3. Loans will be made on a first-come, first-served basis only to the extent that funds are available.
4. Loans are available at a \$500 maximum amount. Band members may not receive another loan until all prior discretionary loans are repaid.
5. At the time that loans are repaid, new loans will be distributed until the funds are fully depleted again.
6. Band members are eligible to receive a loan every other month if their prior loan has been repaid in full.

APPLYING

1. Loan applications must be made in writing and either faxed or mailed to the Discretionary Loan Assistant.
2. Applications must include your name, address, and Band enrollment number.
3. The loans may be repaid at any time at the Office of Management and Budget. However, if no repayment is made, the entire loan must be paid in full directly from the next per capita distribution.
4. The applicant must pick up his or her own loan check in person, and sign a loan agreement at that time.

5. Loan checks will be processed in one week. If an application is received on Friday, the check will be available the following Friday.

6. A \$25 administrative fee will be charged for each loan processed and will be taken directly from the applicant's next per capita distribution.

The Band's elected officials continue to evaluate the guidelines related to the use of the loan proceeds and may implement additional criteria prior to new loans being made. Any changes to the Discretionary Loan Program will be outlined in the *Ojibwe Inaajimowin*.

For more information on the Discretionary Loan Program, contact Danni Jo Harkness in the Office of Management and Budget at 320-532-7846.

Mille Lacs Band of Ojibwe
43408 Oodena Drive
Onamia, MN 56359
320/532-4181
800/709-6445
www.millelacsband.com

