



POTAWATOMI TRAVELING TIMES

Volume 25, Issue 12 • bbon gizes Winter Moon • December 15, 2019

The Family Man: President/CEO Kip Ritchie on Managing 'Community-Transforming Projects' at Greenfire

A Forest County Potawatomi tribal member, Kip Ritchie's ties to his Tribe run deep. His grandfather and great-grandfather both served as Tribal Chairman, and his great-grandfather was instrumental in forming the Forest County Potawatomi Tribal government in the early 1930s, Ritchie tells Native Business. "For me, it's a lot of pride," he says. "It's a great opportunity to be involved and to work for the Tribe."

Ritchie started his career in marketing for AT&T and other major corporations, before transitioning to the gaming industry at his Tribe's then small bingo hall in Milwaukee, Wisconsin.

"There's since been about \$800 million worth of development on that property in Milwaukee, and it's now become one of the largest and most successful Indian gaming casinos in the country," says Ritchie, who served as the Director of Marketing then as Assistant General for Potawatomi Hotel & Casino, before leaving the gaming enterprise to serve on the Board for Potawatomi Business Development Corporation (PBDC) to help his Tribe pursue economic diversification. (Ritchie served on the PBDC Board from 2003-2007, joining PBDC full-time in 2006 as Senior Vice President, before holding the COO position at PBDC from 2009 to 2014.)

Potawatomi Hotel & Casino is a prosperous venture for the Tribe and an economic driver for Milwaukee and surrounding areas. The Tribe's gaming success bodes well for the company Ritchie currently helms. For roughly 5 years, Ritchie has led

Greenfire Management Services, LLC, a subsidiary of PBDC, as its President and CEO.

"People are very familiar with the Tribe, because they've been in the gaming business for the last 29 years, and they have a phenomenal corporate citizenship presence. They are one of the pillars in the community. Another way we can demonstrate the ingenuity and the leadership capabilities of the Tribe is through Greenfire, a construction company and a builder, creating jobs, and helping to develop the infrastructure around Milwaukee. We have projects all over the city and into the suburbs," Ritchie says.

The Tribe actually launched Greenfire Management Services in 2010, in the middle of the recession. "It was a huge learning curve," Ritchie says.

Just prior to the launch of Greenfire, PBDC had made some significant investments, including in the Marriott Residence Inn in Washington D.C., through the Four Fires economic partnership between the hotel chain and four Tribes — the Forest County Potawatomi Community, Oneida Nation of Wisconsin, Viejas Band of Kumeyaay Indians and the San Manuel Band of Mission Indians. PBDC had also made diversified investments — "to varying degrees of success" — in energy, real estate, hospitality, technology and federal contracting, Ritchie says.

So in 2010, during the height of the recession, the Tribe was approached by a retired construction professional about starting a minority-owned construction management firm in Milwaukee with financial capabilities and bonding capacity. "That's part of our corporate goal — to build capacity, infrastructure and business acumen," says Ritchie, adding that, today, Greenfire boasts \$75 million in bonding capacity.

The Tribe was able to draw from an already established team — some counting 20-plus years of experience in construction. In addition to managing projects for the Tribe and across Wisconsin, Greenfire could compete commercially, leveraging its minority ownership.

"Like any startup business, it took a few years of fledgling, growing, learning and adjusting," Ritchie says. "Right around 2014, things really started to take off in Milwaukee, and especially around multifamily housing. There was a huge demand, as we've seen nationally, for multifamily residential housing. These projects can be anywhere from \$10 million to \$40 million."

Greenfire secured a contract with one of the largest real estate developers in Milwaukee, the Mandel Group, for multifamily

housing, and similar opportunities manifested in its wake. Over nearly a decade, Greenfire has scaled from roughly \$5 million in revenue to \$80 million.

"We're a top 20 construction firm in Milwaukee — competing with companies that have been in business for over 100 years," says Ritchie of the award-winning Greenfire Management Services, which raked in 11 awards in 2018 alone.

Greenfire currently employs 45 people and counts two offices — one in Milwaukee and one in Wausau in northern Wisconsin. "We started the company with about \$600,000, and the Tribe invested about \$5 million for our bonding package — held in a separate account to bond some of these large projects," Ritchie shares, paying credit to the Tribe and Greenfire's eight-member leadership team for the business' formation and success.

The Tribe tapped Greenfire to manage construction of its new 19-story hotel at Potawatomi Hotel & Casino; Data Holdings, the Tribe's \$36 million Tier 3+ data center; and the expansion of the Tribe's Wgema Campus, formerly Concordia College, in historic Milwaukee.

In addition to leading Greenfire, Ritchie has served as the Chairman of the Forest County Potawatomi Community Foundation's Board of Directors for 20 years. He additionally serves on various Boards, including the National Center for American Indian Enterprise Development, Froedtert Hospital Foundation, New Mexico Community Capital (Board Chair), NUMU, Inc. (Pyramid Lake Paiute Tribe EDC) and Gun Lake Investments (Gun Lake Potawatomi Tribe EDC).

A family man, married with two children, Ritchie likewise values cultivating a family-oriented work environment. "We knew that in order for this to work, to retain our employees, we needed to create a culture that people are going to gravitate to that's family oriented, community oriented, and treats people with respect and trust. We're collaborative, transparent, encouraging, and we promote from within," Ritchie says.

Ritchie adds, "This is a place where you



photo courtesy Greenfire Management Services, LLC

can grow and have a career, do wonderful things and work on great, exciting projects — community transforming projects. And while you're doing it, you can really enjoy the people you work with, and know that the company has your back. You have a company that respects and appreciates you."

To hone his leadership skills, Ritchie participates in a CEO roundtable called Convene. "It also pulls in my faith, which can be very beneficial in leading an organization," says Ritchie, who also frequently reads business and team management books, such as those by Patrick Lencioni and John Maxwell. When it comes to podcasts, you can catch him listening to Start-upCamp, Ultimate Entrepreneur and the Andy Stanley Leadership Podcast, featuring conversations designed to help leaders go further, faster.

Ritchie is certainly committed to going further — in a sustainable fashion. "With the strength and knowledge of our top-notch engineers, project managers and superintendents, we have been able to compete really well," Ritchie says. "The challenge moving forward is to manage our growth and continue to expand our operations, both here in Milwaukee and geographically."

Kip Ritchie, President and CEO of Greenfire Management Services, was named a Top 30 CEO in Indian Country by Native Business Magazine. His profile originally appeared in Native Business Magazine's 2019 Leadership issue.

Copyright © 2019 Nativebusinessmag.com. All rights reserved. Reprinted with permission from Nativebusinessmag.com.

POSTAGE
PAID
PERMIT NO. 317
FOND DU LAC, WI

Wisconsin Candidates and Lawmakers Meet with Executive Council in Forest County

submitted by Schreiber GR Group

There was a time when elected officials and candidates for office in Wisconsin didn't pay much attention to Forest County. It was hard to get them to pay attention to the issues impacting the area – and even harder to get them to visit Forest County. But that's all changed now. Candidates and lawmakers frequently meet with tribal leadership. In the last few weeks, multiple lawmakers and candidates for office in Wisconsin have already traveled to Forest County to meet with members of Executive Council. These meetings offer an opportunity for tribal leadership to learn more about

these individuals and their priorities, and an opportunity for the candidates and officials to learn more about the Potawatomi and the ongoing investments the tribe is making in Forest County.

In October and November, the tribe was happy to welcome Lt. Gov. Mandela Barnes and Wisconsin Congressional candidates state Senators Scott Fitzgerald (R – Juneau) and Tom Tiffany (R – Minocqua). We are pleased that each of these individuals took the time to travel to the Potawatomi reservation to meet with tribal leadership in person.



Lt. Governor Barnes with FCP Executive Council



Senator and Congressional Candidate Scott Fitzgerald with members of Executive Council

Message From FCP Veterans Post 1

Meetings take place on the first Monday of the month at 5 p.m. We consider it an honor and a privilege to be of service to the Potawatomi community. Membership in FCP Veterans Post 1 is open to all veterans and spouses of Potawatomi tribal members. Please join us!

Tribal Member Publishes Books

by Val Niehaus

Forest County Potawatomi (FCP) tribal member Lee White has just finished his latest children's books titled "Gno-Wes: Little Eagle", "Shagok: Where He Got His Stripes" and "Wabozo". White resides on the Forest County Potawatomi Reservation and attended college at Mt. Scenario, Concordia University-Mequon and UW-Milwaukee where he majored in psychology and education.

Following this advanced education, White went on to start an internship at the Indian Community School (ICS) in Franklin, Wis. After getting his foot in the door there, he then went on to teach at ICS for the next eight years. As lives often do, his life took a bit of a turn and he returned to the FCP reservation in Stone Lake (Crandon), Wis., where he spent another eight years in a teaching position in the Evenstart department as well as other community education programs for the tribe.

After being back in the area and attending conferences to further his education and experience, he noticed at these conferences that there were hardly any Native American children's books written by actual Native American authors. This sparked his personal passion to write such books himself. In addition to the three stories just finished, White also had a book called, "Mko Lost His Tail" which was a story retold by White years back.



All are unique and very well done.

The illustrations along with the story lines of these three new books are amazing! The pictures alone tell the story and any child would be happy to look at these books just for the illustrations. As they learn to read, the text of the stories follows the illustrations nicely. White said these books are here to teach lessons to children...lessons in respect as well as lessons about the importance of being humble and grateful for what they have. They are great stories for young pupils to read and to learn and, thereby, carry on these teachings. It should also be mentioned the Potawatomi language is used in certain areas throughout these books, too.

You can purchase these books at the FCP Cultural Center, Library & Museum, Tricia's Treasures and the Pioneer Express in Crandon, Wis. They are \$10 a piece or three for \$25. They are a great collection for anyone to have in their library at home, and it makes them extra special to know that they are written by a local tribal member.

For a special time Dec. 1-31, 2019, you can contact White for a special holiday bundle of all three new books for \$20! His number is (715) 892-6302. It should be noted that White is the only merchant who will be giving this deal during this certain time period.



BRIGHT IDEAS HAPPEN

when advertising in *Potawatomi Traveling Times' Marketplace*

Classified Rates (text only)	Display Rates
25 Words or Less: \$5.00	(includes photo)
30-40 Words: \$7.50	Quarter Page: \$130
50 Words: \$10.00	Eighth Page: \$95

OUR MARKETPLACE IS FOR FCP TRIBAL MEMBERS TO ADVERTISE ITEMS FOR SALE

POTAWATOMI TRAVELING TIMES
715.478.7437 / times@fcpotawatomi-nsn.gov

Drum-Making Class Held at Museum

by Val Niehaus

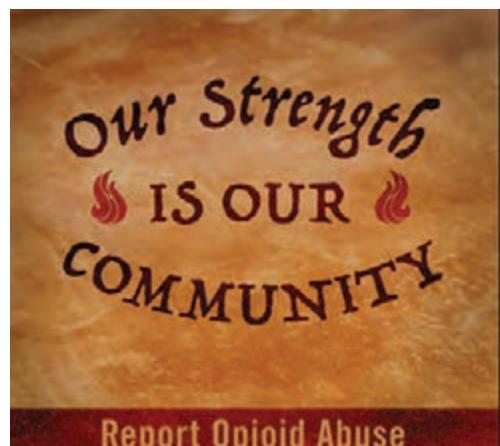
At the FCP Cultural Center, Library & Museum, Sam Alloway led a father/son hand drum-making class on Nov. 25-26, 2019. This class had a total of 20 groups taking part. With this being the first time in a number of years that such a class has been held, this was a pretty impressive number.

Alloway had drum kits and authentic elk hide to use in the building of these drums. He moved around to the different tables that were set up for the class showing each father and son team how to weave the elk filament through the holes of the main hide to secure it tightly to the drum base. Many of the participants clearly showed a great interest in what Alloway was telling and showing them about each drum. Alloway then explained that once the drum was dry and ready to use, you can "dress" your drum however

you would like. He gave examples of options such as adding velvet with brass buttons around the edge or painting it if a person would prefer that type of decoration.

In the future, the museum is planning on holding more cultural classes similar to this one. Alloway said he would like to have a bustle-making class later this winter and there will be other classes held as well. If anyone is interested in taking part in such workshops, make sure to check for flyers, read the paper, and watch FCP's Facebook page for more information on the classes coming up and the proposed schedules!

Chi Migweth to Debbie Tuckwab for making the lunch on one of the days and to Rhonda Shepard and Heather Robinson for making the other lunch and breakfast as well!



Deadline for the January 1, 2020 issue of the Traveling Times is Wednesday, December 18, 2019.

POTAWATOMI TRAVELING TIMES

100 N. Prospect Avenue • PO Box 340 • Crandon, WI 54520
phone: (715) 478-7437 • fax: (715) 478-7438
email: times@fcpotawatomi-nsn.gov • website: www.fcpotawatomi.com

FCP EXECUTIVE COUNCIL

Chairman:
NED DANIELS JR.

Vice Chairwoman:
BRENDA SHOPODOCK

Secretary:
JAMES A. CRAWFORD

Treasurer:
JOSEPH DANIELS SR.

Council Members:
BROOKS BOYD
NICKOLAS G. SHEPARD SR.



Member of the Native American Journalists Association

PTT STAFF

Managing Editor:
WINDA COLLINS

Administrative Assistant:
MICHELLE SPAUDE

Reporter/Photographer:
VAL NIEHAUS

Graphic Artists:
KRYSTAL STATEZNY
CHAD SKUBAL

State of Wisconsin Seeking Tribal Representation on Board

submitted by Michael LaRonge, Tribal Historic Preservation Officer

The Wisconsin Burial Board consists of nine members, including three tribal representatives who are appointed by the Governor. The board serves as the public's representation for matters concerned with the implementation of Wisconsin's Burial Sites Law (Wis Stat 157.70) and hears appeals to decisions made by the Historical Society's director regarding the regulation of human burials around the state. Tribal representation is crucial to the board's function and currently, the terms of all three tribal representatives have expired.

Interested tribal members should have either a working knowledge of

"...preservation planning, history, archaeology or a related field, or shall be an elder, traditional person or spiritual leader of their tribe." Familiarity with cultural and burial issues locally or statewide and familiarity with the State Burial Sites Preservation Act is recommended.

To be placed on the candidates list, interested parties should contact the FCPC Tribal Historic Preservation Office at (715) 478-7354. The Executive Council will select a representative from this pool. Once selected, the FCPC THPO will assist the candidate with the online application submittal for the Governor's final decision.

Recreation Thanksgiving Break

by Val Niehaus

Over the week of Thanksgiving break Nov. 25-29, 2019, the FCP Recreation department held its annual festivities for the children. Even though the week was cut short a bit by the snowy weather,

they were still able to go to the movies on Monday and have a bit of fun bowling on Tuesday. The kids always have a great time on these trips, and it's something to do during the holiday break.



submitted photo by Justin Piontek

Potawatomi Traveling Times (PTT) is a twice-monthly publication of the Forest County Potawatomi Nation. Editorials and articles appearing in the PTT are the responsibility of the authors and do not necessarily reflect the opinion or attitude of the PTT staff or the FCP Nation. PTT encourages the submission of Letters to the Editor. All letters must include the signature, address and telephone number of the author. Letters are subject to editing for grammar, length, malicious and libelous content. The PTT reserves the right to reject any advertising, materials or letters submitted for publication. The submission of articles, poetry, artwork and photos is encouraged. The Editor makes the sole decision of what is published in the PTT and will not assume any responsibility for unsolicited material nor will the PTT guarantee publication upon submission. PTT will not guarantee publication of materials submitted past deadlines posted in the PTT. No part of this publication may be reproduced without the written consent of the Editor.

4th Annual Grandparent & Grandchildren Holiday Event

by Val Niehaus

The 4th Annual Grandparent & Grandchildren Holiday Event was beyond a success this year. It was held on Dec. 4, 2019, at the FCP Recreation Center, and it was a good thing it was held there because the room was needed. The attendance was wonderful!

This event is put on by FCP Health & Wellness Center Community Health and FCP Elderly. It also partnered with FCP Gte Ga Nes Preschool, FCP Rising Sun Daycare, FCP Recreation and FCP Family Services Division. All of these departments had booths set up with educational material for FCP tribal members and

their families to walk past and pick up information on various pertinent health and childcare topics. Some of the topics covered included diabetes, child care, family services and healthy eating during the holidays. In addition to educational handouts, there were also a few goodies available along the way.

Once everyone had walked through the booths and visited a bit, it was then

time to decorate the Christmas cookies with frostings, sprinkles and candy. It goes without saying that the children absolutely LOVED this part. That was obvious by the lack of clean hands and faces throughout the room! They were often decorated as much as the cookies.

In addition to having cookies to snack on, Dewing's Catering provided a wonderful spread of fresh salad, lasagna and the fixings to go with – big thanks to them! Eugene Shawano Sr. was there with his daughter and granddaughter. He said a prayer for the food and for everyone in attendance before all digging into a delicious hot meal.

This event really had an incredible turnout this year, and it seems to get larger as the years go on. Many community members come out with their grandchildren and really enjoy just spending that time together decorating cookies, laughing and, in some cases, devouring the results of their artistic decorating efforts. It's always a fun time!



Oopie Shepard poses with grandson Rowdy Spencer.



Benji Jacobson is enjoying the moment with his grandchildren.



Eugene Shawano Sr., spending time with his daughter Lena and grand-daughter Nora Lynn.

Open to FCP Tribal Elders & Their Guests

Elders BINGO

Playing 10 games of BINGO daily

1:30 pm every other Wednesday starting December 11, 2019

Snacks & refreshments provided.



FOREST COUNTY POTAWATOMI
RECREATION
5442 Everybody's Road
Crandon, Wisconsin

For more information please call FCP Recreation at 715-478-7420

Elders EXERCISE

Open to FCP Tribal Elders

Light workouts lasting 30 to 60 minutes

1:30 pm every other Wednesday starting December 18, 2019



Earn rewards for exercise accomplishments.

Healthy snacks & refreshments provided.

BUCKET RAFFLES EACH SESSION



For more information, please call FCP Recreation at 715-478-7420.

Rising Sun Daycare News

submitted by Celine Kegley

October and November were both busy months for the youth at Rising Sun Daycare.

In October, the children and some parents visited the FCP Farm where they went on a hayride, saw the chickens, cows and pigs, got to pick a pumpkin to take home, went through the corn maze, and finished the field trip with a picnic.

At the end of October, they went

trick-or-treating to many of the tribal departments in the morning, and then had a costume party at the daycare in the afternoon with some family members attending.

In November, they attended the family-style feast at the daycare where they celebrated and spent time with their families.



The Solid Waste Program would like to remind the community to please keep the path to your trash and recycling cans clear of ice & snow. Trash cans blocked by ice and snow can result in the trash not being picked up on collection day. Trash & recycling collection occurs in Carter & Blackwell on Mondays & Thursdays. Stone Lake is on Tuesdays & Fridays. Please call Solid Waste with questions at (715) 478-7330. Migweth!

Safely Celebrate Bake Cookies Day

submitted by Community Health

Wednesday, Dec. 18, is Bake Cookies Day! You can celebrate by baking your favorite holiday treats with friends and family. Although it may be tempting, say no to eating raw dough. Warm, freshly-baked cookies beat food poisoning any day! Raw cookie dough may contain bacteria that cause diseases such as Escherichia coli (E.coli) and salmonella. Bacteria that cause these diseases lurk in uncooked flour and eggs. Food poisoning symptoms depend on what bacteria you made contact with. Usually, E.coli infections include symptoms such as stomach cramps, diarrhea and vomiting while symptoms of salmonella infections include stomach cramps, diarrhea and fever.

Follow safe food-handling practices when baking or cooking with raw ingredients:



be kept cold until prepared and baked.

Always remember to wash your hands before, during, and after preparing your cookies! To learn more about the dangers of raw dough, visit www.cdc.gov/features/no-raw-dough.

• Walk With Ease Class • It's Not Too Late To Sign Up!

The Walk with Ease class is held at the 8-plex (5450 Kak Yot Lane, Crandon) on Monday, Tuesday and Wednesday from 3 - 4 p.m. for six weeks. This will be a low-key walking program sponsored by the Arthritis Foundation.

Transportation will be provided if needed.

Please come join us as we enjoy good company and improve your overall health. Call Penny at (715) 478-4892 to reserve your spot.

Remember: Motion is lotion for your joints!



Graphic Design SERVICES

POTAWATOMI TRAVELING TIMES

100 N Prospect Ave. • PO Box 340
Crandon, WI 54520
715-478-7437
times@FCPotawatomi-nsn.gov
www.FCPotawatomi.com

10% OFF YOUR FIRST DESIGN FEE WHEN YOU MENTION THIS AD



Forest County Potawatomi Community Health Department Annual Report

The FCP Community Health department has been around for 30 years. See this year's annual report to see if the Community Health department is meeting the needs of FCP tribal members. For more information about Community Health programs and services, please call (715) 478-4355.

Forest County Potawatomi Community Health Department Annual Report

The Forest County Potawatomi Community Health Department's purpose is to promote and empower the Forest County Potawatomi Community to live Mish ko swen. To achieve this, the Forest County Potawatomi Community Health Department provides a wide range of services to FCP enrolled Tribal Members from birth to Elder, very similar to any local or city health department, but the Forest County Potawatomi Community Health Department is not your typical health department. Please see the chart below for a list of services that the average health department provides and noting the services that are provided by the Forest County Potawatomi Community Health Department.

Local Public Health Department	FCP Community Health Department
*** WIC*	***HIV/AIDS Prevention
***Immunizations*	Brown Bag Program
***Pre-Natal Care Coordination*	***Breast Cancer and Cervical Cancer Screening Promotion
Car Seat Safety *	In-Home Care – Community Health Representatives and Community Health Nurses
Diabetic Nail Care*	<ul style="list-style-type: none"> • Medication Management & Deliveries • Follow-up on referrals from a Primary Care Provider • Assistance with Hospital Discharges • Wound Care/Dressing Changes • Social visits • Transports to Medical Appointments • Assistance for vulnerable FCP enrolled Tribal Members, Elders and disabled adults with activities of daily living
Lifelines*	Pre-natal/Infant/Post-Partum Assessment
Blood Pressure Checks*	Fall Risk Assessments with FCP Rehab
Fluoride Supplements**	***Health Promotion and Disease Prevention Activities
Well Water Testing**	Nutrition Counseling
Dog Bite Investigation and Follow-up*	Head checks
***Communicable Disease Reporting & Follow-up*	***Maternal Child Health <ul style="list-style-type: none"> • Breastfeeding Support • Infant Nutrition Program
***Emergency Preparedness*	***Diabetes Prevention
	Case Management
	Tribal Wellvation Wellness Program

To quantify these services please see below:

Name of Services	Total Numbers of Services provided by the FCPCHD between 9/15/18-9/15/19
Office Visits	3,673
Home Visits	2,448
Transports	540 transports 526.34 hours
Medication Deliveries	1,020
Head Checks	169
Infant Nutrition Program visits	400
Immunization/Injections Administered	534
Prenatal/Infant/Post-Partum Assessment	134
WIC	55 Clients/493 Visits
Diabetic Nail Care	124
Car Seats Distributed	66
Events	59
Tribal Wellvation Participants	Total Participants: 71,397
In-Home Care Clients	62
	13
	Errands: 551

If you have any questions regarding services provided by the Forest County Potawatomi Community, please contact them at 715-478-4355.



Please join the mission to keep little fingers & heads warm this winter.

The Mitten Tree

Open to Tribal Community Members

Monday, November 25th thru Friday, January 31st.

FCP Family Services Lobby
5415 Everybody's Road
Crandon, Wisconsin

Brought to you by



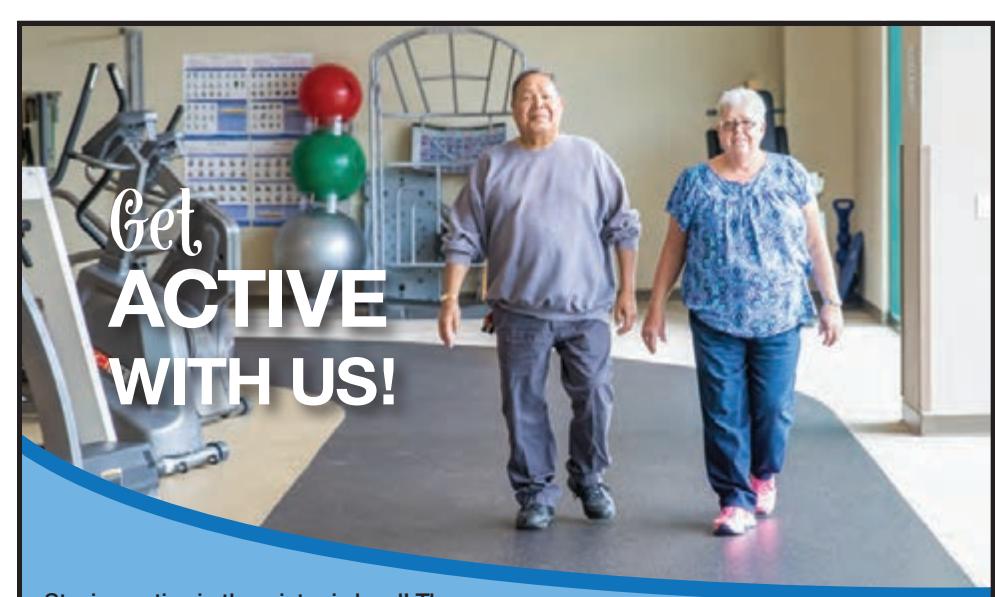
FOREST COUNTY POTAWATOMI ECONOMIC SUPPORT

For more information, please contact Martha Johnson at 715-478-4433, or via email: Martha.Johnson@FCPotawatomi.usn.gov

Monetary donations accepted. Please make a check payable to "FCP Economic Support" and give to front desk or call 715-478-4433.

Thank you for your generosity during this winter season!

Get ACTIVE WITH US!



Staying active in the winter is hard! The FCP Health & Wellness Center can help. The indoor walking track in our Rehab Department is open to the public during the following times:

**Mon. – Thur. } 6 - 7 a.m., 12 - 1 p.m.,
and 5 - 6 p.m.
Fri. } 12 p.m. - 1 p.m.
Sat. } 8 a.m. - 2 p.m.**

On evenings and Saturday, please register at Medical Reception before entering the track. If you have any questions, call (715) 478-4300.

Honoring Health,
Healing, and Tradition



FOREST COUNTY
POTAWATOMI
HEALTH &
WELLNESS CENTER

8201 Mish ko swen Drive, Crandon, WI
www.FCPotawatomi.com

Mon. - Fri. | 7 a.m. - 6 p.m.

Open to the Public

a participating member of

ASPIRUS
NETWORK



2020 BUG LAKE FISHEREE

SATURDAY JANUARY 11TH
9AM to 3PM

\$250 GRAND PRIZE

CATEGORIES INCLUDE:
BASS • TROUT • PERCH
PUMPKINSEED • NORTHERN PIKE

FREE RAFFLES

FOOD & DRINKS PROVIDED

FIRST-TIMERS WELCOME

FISHING GEAR AVAILABLE TO USE DURING THE EVENT*

REMINDER: THERE IS A LIMIT OF 3 LINES PER PERSON

* WHILE SUPPLIES LAST

Open to all Tribal Members and their Families

**In memory of Steve Sekel,
FCP Recreation presents**

DO IT #4Steve

Please come and join us at the Stone Lake Community Recreation Building for exercise, or to play games such as volleyball, basketball and/or pickle ball

11:30 am–1:00 pm Every Day

FOREST COUNTY POTAWATOMI RECREATION
5442 Everybody's Road Crandon, Wisconsin

For more information, please contact Johnathan Johnson:
715-478-7420 • Johnathan.Johnson@FCPotawatomi-nsn.gov



Breakfast with Santa

December 18, 2019
Family Resource Gym
5000 Potawatomi Trail, Crandon
9 - 11 a.m.

ENJOY BREAKFAST WITH SANTA AND A PERSONAL VISIT WITH THE MAN IN THE BIG, RED SUIT.

ACTIVITIES INCLUDE:
Story Time • Photo with Santa Claus • Decorate a Cookie • Crafts

OPEN TO: FCP Community Members — Ages 1-4

CONTACT: KERRY FOX @ 715-478-4837 / KERRY.FOX@FCPOTAWATOMI-NSN.GOV

FOREST COUNTY POTAWATOMI FAMILY RESOURCE CENTER

Are You a Caregiver?

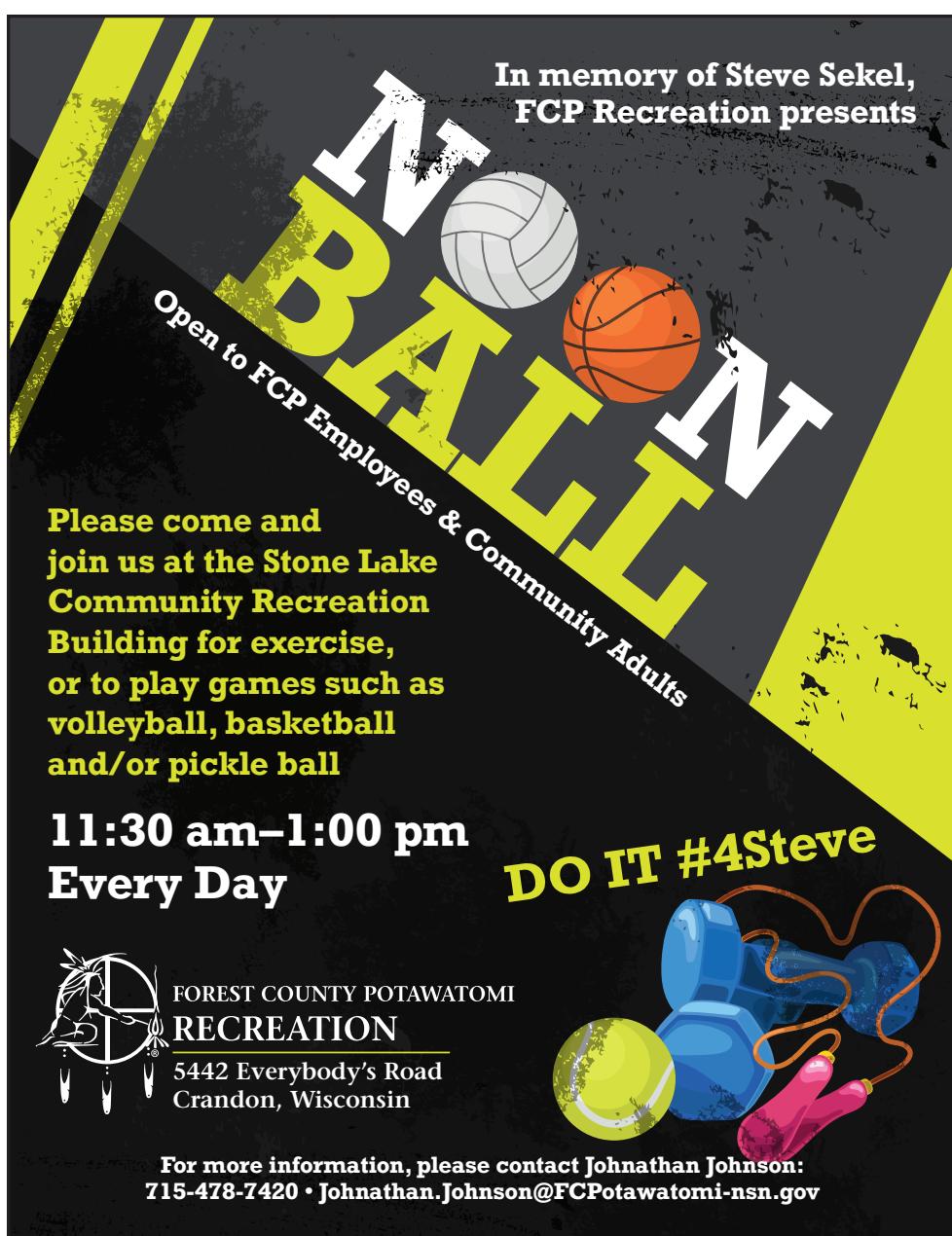
Do you regularly help someone who:

- is over 60?
- has a disability (physical or mental)?
- has chronic or progressive health problems?
- has trouble taking care of him or herself at home?

Do you do any of the following:

- take meals to ensure nutritious food is available?
- help with cleaning or laundry?
- assist with weekly grocery shopping?
- arrange medical appointments and provide transportation?
- feel the need to check up on the person to be sure they are okay?
- receive frequent phone calls with requests for help?

For information on local resources (such as Wisconsin's Family Caregiver Support Programs, Greater Wisconsin Agency on Aging Resources Inc.), support groups, caregiving tips and other related items, please contact Penny Christianson, FCP Elder Services Coordinator, at (715) 478-4892.



NO BALLIN'

**In memory of Steve Sekel,
FCP Recreation presents**

DO IT #4Steve

Please come and join us at the Stone Lake Community Recreation Building for exercise, or to play games such as volleyball, basketball and/or pickle ball

11:30 am–1:00 pm Every Day

FOREST COUNTY POTAWATOMI RECREATION
5442 Everybody's Road Crandon, Wisconsin

For more information, please contact Johnathan Johnson:
715-478-7420 • Johnathan.Johnson@FCPotawatomi-nsn.gov

DIVISION OF VOCATIONAL REHABILITATION

WHEN
January 7, 2020
1 pm – 4 pm

WHERE
Potawatomi Tribal Hall
8000 Potawatomi Trail

FOR MORE INFO CALL NATALIA

(715) 365-2607

OR EMAIL

NATALIA.GRAF@DWD.WISCONSIN.GOV

DO YOU HAVE A DISABILITY AND ARE YOU LOOKING FOR WORK?

A DVR representative will next be here on February 4, March 3, April 7, and May 5, 2020.

WALK-INS ARE WELCOME

DVR SERVICES ARE FREE

WILL YOU WORK HARD TO REACH YOUR JOB GOAL?

If you will, then DVR is for you!

FREE PET TAGS

PERSONALIZED PET TAGS! FOR FCP TRIBAL COMMUNITY

AVAILABLE AT

FOREST COUNTY POTAWATOMI SECURITY

Call to order yours at (715) 478-7229

Please provide pet's:
Name, Phone # and Address

DINAH DUKE MAX BUSTER SOCKS CHUCK

2020 WINTER NEW CARTER INTERNSHIP OPPORTUNITY

Interns will gain experience in the different Gaming Commission departments including Surveillance, Technical, Audit, Compliance, Investigations and Licensing. You will spend time with Gaming Commissioners and learn how and why the Gaming Commission regulates the casino operations. Interns will spend their first week in Milwaukee visiting the various venues while experiencing the excitement that the Milwaukee property has to offer. The remainder of time will be spent in our Carter location. The program is designed to fit a variety of learning styles and professional levels. If this program interests you, apply today!

- Must be an enrolled Forest County Potawatomi Community member, 18 years or older, have high school diploma or GED.
- Weekly stipend provided.

❖ Application deadline: **Jan. 3, 2020**
 ❖ Internship dates:
Jan. 20 - Feb. 14, 2020

Please contact **Courtney Kadolph**,
Gaming Commissioner,
to get an application at:
414.336.2844
ckadolph@paysbig.com
www.fcpgc.com

Love
the Northwoods?
COME WORK FOR US!
Go to
FCP.Jobs

FOREST COUNTY POTAWATOMI
Keeper of the Fire

“DA WE WGE MEK” (GIFT SHOP)

Authentic Native American Gifts

Cedar, Sage, Sweetgrass & Abalone Shells • Potawatomi Dictionary
Locally-Harvested Wild Rice • Beads & Beading Supplies
Men's, Women's, Youth, Baby & Toddler Clothing • CDs & DVDs
Chief Joseph Pendleton Blankets • Handmade Soaps & Lotions
Local Beadwork & Handmade Items • Leanin' Tree Greeting Cards

FOREST COUNTY POTAWATOMI CULTURAL CENTER, LIBRARY & MUSEUM
8130 Mishko swen Drive Crandon, WI 54520
715-478-7470
www.FCPotawatomi.com

NEW HOURS!
Monday-Thursday
7AM to 6PM

PLEASE NOTE:
We accept Cash, Debit or Credit Cards ONLY.

NOTICES / CALENDAR

HEALTH

• **Wellbriety** - 12-step meeting, Mondays at 6:30 p.m., FCP Museum lower level. Walking in a good way...a sober way. ALL ARE WELCOME! If you have any questions, call FCP Behavioral Health at (715) 478-4332 or Isaiah Phillips at (715) 889-4945.

• **Kwe Kenomagewen** - Women's support, Wednesdays, 2 p.m. @ Old Tribal Hall. Call (715) 478-4332 with questions.

• **Hour of Power** - Big Book, NA Book or Wellbriety Book, Thursdays, 2 - 3 p.m. @ Old Tribal Hall. Call (715) 478-4332 with questions.

Do You Feel Like No One Understands You? You're not alone! Let your voice be heard! Let someone share your pain! If you are thinking of committing suicide or know someone who is, please get help! Crisis Line: (888) 299-1188 (Serving Forest, Vilas & Oneida counties; 24 hours a day/7 days a week); Kids in Need: (800) 622-9120; The Get-2-Gether Peer Support Drop-In Center: (715) 369-3871; Run-Away Hotline: (800) 621-4000; (800) 273-TALK; TTY: (800) 799-4TTY or visit suicidehotlines.com.

Crisis Counselor - If you are having any current or ongoing thoughts about taking your life, support and help are available. Call this local crisis line to speak to a trained professional over the phone at 1-888-299-1188. Or text CONNECT to 741741 to text a trained crisis counselor.

Smoking Cessation Incentive Program

Open to FCP tribal members and individuals eligible for Alternative Care Program. Services include: appointments with nurses and CHRs to determine a quit plan, kit filled with items that aid in the quitting process, educational materials and products, plus a reward upon completion of third smoking cessation appointment.

To learn more about the program or to schedule an appointment, contact Sara Cleerman, R.N., at (715) 478-4889.

SPARKS Weight Mgmt. Program

By appointment. S - Support; P - Program; A - Get Active, Stay Active; R - Reap the Rewards: feel better, be healthier; K - Know the basics of good nutrition; S - Stay focused on being healthy. Please call (715) 478-4320.

Diabetes Education Program

By appointment. Including blood glucose monitoring, making healthy changes, psychosocial, complications, sick day and travel, planning for pregnancy, hypoglycemia, medications, diabetes in general, insulin and goal setting. Please call Anne Chrisman, RN, at (715) 478-4383, or Cathy Chitko at (715) 478-4367.

CULTURE

Language Classes

Please call (715) 478-4173 with questions regarding times/locations of language classes.

SERVICES OFFERED

FCP Economic Support

Tribal Employment Skill Program- available to adult tribal members living in Forest County or in surrounding counties. Tribal Members can be on a work experience in various departments for up to 6 months. This allows the tribal members to test drive different areas of the tribe to find a good fit. Economic Support Staff work closely with the FCP Tribal Education Department.

Work-Related Services

Driver's License Services (Department of Motor Vehicles-DMV)

- Provides the direct connection between DMV and individual for driver's license status
- Provides connection with Human Service Center for Assessment
- Assists with any other device or information needed to complete the driver's license reinstatement

Employment Counseling

- Assists with cover letters and resume to prepare for interviews
- Provides tips for interview skills and resume development
- Mock interviews
- Job seeking and application completion tips
- Tips for professional attire and workplace professionalism

Personal Development Services

- Financial classes and/or financial planning
- GED/HSED and/or college preparation classes and referrals
- Soft skills development training
- Communication and time management

Work Experiences

- Vocational training classes
- Community service work
- Job placements within the tribe including casino
- Placement options outside the tribe
- Supportive Services** (based on available funding)
 - Basic Education class fees
 - Driver's License reinstatement fees, driving tests and/or other costs
 - Transportation costs to attend work-related sessions or workshops

Employment Retention Services

• Supportive services provided to individuals that obtain employment within 6 months of employment.

The Work Experience Programs has a 54% success rate where individuals were hired on into tribal positions. This was accomplished by the hard work of the tribal member, department's availability of a position, and approval/support of department supervisors and division administrators.

Badgercare - a state/federally-funded program that provides health coverage for individuals living on the reservation, tribal children and affiliated-tribal members.

Foodshare - a state/federally-funded program that provides an EBT food card to eligible individuals living on the reservation or individuals that have tribal children living in Forest County. The program has eligibility requirements that also considers shelter/housing expenses.

FSET - Foodshare Employment & Training Program - individuals that are eligible for Foodshare could be voluntary or mandatory for this work program.

Temporary Assistance for Needy Families (TANF) - this work program is funded through the Administration for Children and Families with an income limit of 150% of federal poverty level for individuals living on the reservation and/or individuals living in Forest County that have FCP tribal children. The program has Child Only funds for grandparents and other legal placement through the FCP ICW Department.

General Assistance (GA) - this work program is funded through the Bureau of Indian Affairs. The program offers a cash monthly payment and is available for the federally-recognized tribal members living on the reservation.

Native Employment Works (NEW) Program - this work program is funded through the Administration for Children and Families for tribal affiliated individuals living on the reservation or within the service area. The placement opportunity is for three months at 24-35 hours per week and we have limited slots available based on funding.

Community Service - can play a prominent role in the FCP community. While working with the Tribal Court, Wellness Court, Education and Family Services, the program can provide a way for tribal and community members to give back. The coordinator also works with tribal youth to help them develop a personal stake in their own community and raise awareness of community issues. It will teach individuals responsibility, respect, trust and to have a pride in their community.

Computer Resource - located at the Family Service Building is a computer that individuals can utilize to complete their resume, type correspondence, work on the self-paced Microsoft Computer Training Program or apply online for health care coverage programs. The Economic Support staff is available to provide services for resume building, computer training programs, and for any other economic support program information.

Family Resource Center - is located at the Historical Tribal Hall on 8000 Potawatomi Trail. The following classes are available: Parenting, Healthy Relationship, Moral Reconciliation Therapy (MRT), Play Shoppe and other valuable resources. For more information call (715) 478-4837.

The Economic Support Department's mission is:

- To provide more successful work opportunities/training for tribal members
- To continue in providing support and advocacy for individuals on economic support programs
- To support and assist in the transition from work experience to full-time employment for tribal members within tribal entities
- To provide community services and parenting resources to the tribal community

If you would like more information on any program or service, please stop in at the Family Services Building or call the main line at (715) 478-4433. The Economic Support staff looks forward to seeing you!



DECEMBER EVENT CALENDAR

CHOICES Program

- Youth 9 - 11: Mondays (16, 23)
- Youth 12 - 17: Tuesdays (17)
- Youth 6 - 8: Wednesdays (18)

Youth will be picked up from school starting at 3:30 p.m. and dropped off at home afterwards. Call (715) 478-4839 for more information.

Community Health

- 12/18 - Diabetes Luncheon, 4 p.m. – 5:30 p.m., HWC
- 12/18 - Healing Journey, 6 p.m., Museum Lower Level

Family Resource Center

- Healthy Relationships Class: Mondays (16, 23) 1 - 3 p.m.
- Moral Reconciliation Therapy Class: Tuesdays (17), 10 a.m. - noon
- Positive Indian Parenting Class: Thursdays (19, 26), 10:30 a.m. - noon
- Open registration Fatherhood is Sacred & Motherhood is Sacred parenting class: 12-week curriculum; two-hour duration, one-on-one sessions.
- Open registration Nurturing Fathers parenting class: 13-week curriculum; two-hour duration, one-on-one sessions.
- Stay tuned for updates on Play Shoppe!

Child care available; please RSVP if needed. Call (715) 478-4837 with questions about any programs.





PDBC Federal: SILVER LAKE WINS DEPUTY SECRETARY'S AWARD FOR EXCELLENCE

Nominated by Christopher Goldsmith, the Bureau of Foreign Service Institute, Office of the Executive Director, Space Planning Office (FSI/EX/SPO).

PBDC's Federal Group's President, Mr. Greg Kolean, reflected on the achievement of Silver Lake Construction this week saying, "On every project across the Federal Group we strive for excellence. To receive this award feels like a commendation for everything we have achieved as a team, but more importantly the exceptional work Silver Lake Construction performs on a daily basis."

The Department of State's Deputy Secretary's Award for Excellence was bestowed upon Silver Lake Construction, LLC (Silver Lake) in recognition of extraordinary perseverance, outstanding construction service in a challenging environment, and unwavering delivery of superior services throughout the contract performance of the Foreign Services Institute's, School of Language Studies, Language Testing Unit tenant improvement project.

Silver Lake is a Construction Management, Small Business Administration (SBA)-certified 8(a) and HUBZone American Indian Tribal

(AIT) business owned by Potawatomi Business Development Corporation (PBDC) headquartered in Milwaukee, WI. PBDC – Federal Group is the Federal Contracting and Support division of PBDC. As part of the PBDC – Federal Group, Silver Lake shares common administrative services with 11 subsidiaries

owned by PBDC operating in the Federal Market. PBDC - Federal Group provides its subsidiaries with the corporate infrastructure, processes, and financial support of a much larger organization, allowing our customers to recognize the benefits of a large organization while still maintaining access to small, agile 8(a) Certified Primes. In addition to the State Department's Foreign Service Institute contract, Silver Lake has performed work for the FBI, Army, Air Force, Special Operations Command, and GSA - White House Division.

Accepting the award for Silver Lake Construction, LLC., is Mr. Paul Craddock, General Manager.



Paul Craddock, Silver Lake Construction General Manager, accepting the DOD Small Business of the Year Award.

"In recognition of extraordinary perseverance, outstanding construction service in a challenging environment, and unwavering delivery of superior services throughout the contract performance... The Deputy Secretary's Award for Excellence is awarded to Silver Lake Construction, LLC."



**SILVER LAKE
CONSTRUCTION**

Project Spotlight: GREENFIRE'S ST. JAMES EVENT CENTER

The St. James Event Center is a historic renovation of a church in the Westown neighborhood of Milwaukee along Wisconsin Avenue.

The project consists of transforming the historic church, originally built in 1868, into two separate event venues known as The Abbey and The Hyde. The transformation includes installation of all new mechanical, electrical, plumbing (MEP), and fire protection fixtures, the build-out of two new commercial kitchens and a new elevator shaft and system. Work also includes construction of a new steel-column, wood-deck terrace that ties into The Hyde.

Due to the historical nature of the building, the project team is working with the State Historic Preservation Office of Wisconsin to maintain the historic structural and aesthetic elements of the building. The former church hall will become The Abbey and includes restoration of the existing stained-glass windows and light fixtures, along with plaster repair of the Sanctuary and 50 foot ceilings. The back hall will become The Hyde and includes construction of a new staircase leading to the overhanging terrace with outdoor access.

Currently, the team is installing sheetrock on the first and second floors as MEP work is complete. In the lower level, steel stud framing and MEP rough installation is ongoing with sheetrock to follow. Installation of the new fire protection system is nearly complete with refinishing of the existing hardwood floors in the next few weeks.

For the exterior, utility work is complete including construction across Wisconsin Avenue in order to tie into city sewer and water lines. The team continues work on the foundation for the new terrace requiring coordination with the University of Wisconsin-Milwaukee Archaeology Department due to proximity of the former graveyard. The team must work with the department to report and document artifacts of significant importance. In addition to final landscape work in spring, site upgrades include decorative pavers to accent the building and provide social gathering areas.

The Greenfire project team consists of Nick Matthews, Project Manager; Eric Anderson, Superintendent; and Eric Rank, Assistant Superintendent. The owner is Kate Crowle and the architect is Engberg Anderson Architects. The project is slated for spring 2020 completion.

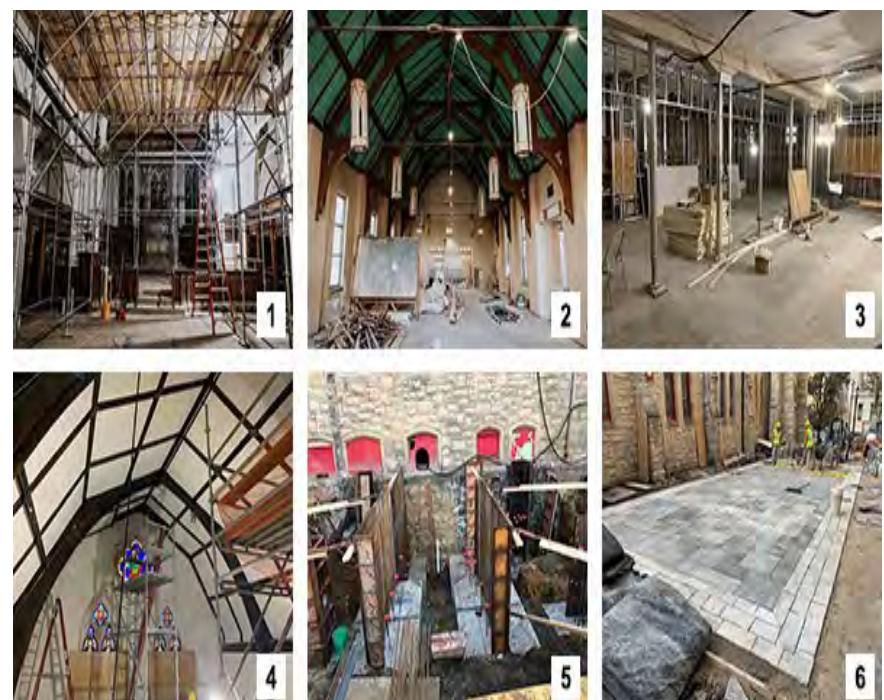


Photo: (1) Interior view of The Abbey (2) Interior view of The Hyde (3) Lower level steel-stud framing and MEP rough installation (4) Plaster repair and refurbishment of stained-glass windows (5) Foundations and footings for steel-column terrace (6) Decorative pavers lining exterior property

C-STORES WILL BE CLOSING @ 3PM ON 12/24/19
AND WILL REOPEN @ 7AM ON 12/26/19

Fuel Rewards® members
save an additional



5¢
PER
GAL



when you buy two 1L Dasani
products.

Valid 10/01/2019 – 01/12/2020.

*Offer ends 01/12/2020 and may be extended or discontinued at any time. Available for qualifying products which may vary by location. Offer valid with Fuel Rewards® card or All ID for a limited time, while supplies last. Other restrictions may apply. Limit 20 gallons. See fuelrewards.com/shop-at-shell for full terms and conditions.



FOREST COUNTY POTAWATOMI
STONE LAKE C-STORE
SMOKE SHOP/DELI

5326 Fire Keeper Road
Crandon, Wisconsin
(3 miles East of Crandon)

715-478-4199

OPEN DAILY • 5AM TO MIDNIGHT



PTT121519

C-STORES WILL BE CLOSING @ 3PM ON 12/24/19
AND WILL REOPEN @ 7AM ON 12/26/19



PRESENT THIS AD
AND RECEIVE
\$1.00 OFF
PUZZLES COUPON

Expires 1/1/20



FOREST COUNTY POTAWATOMI
CARTER C-STORE
SMOKE SHOP/DELI



OPEN
24-7

PTT121519

MILWAUKEE'S BIGGEST
NYE PARTY

CHICAGO & MILWAUKEE'S HOTTEST DJS

DJ CROSS • NATHAN SCOTT MUSIC
DJ KING JAMES • DJ GOOSE

GA: \$49 ADVANCE/\$59 DAY OF • 8 PM • 21+
VIP CABANAS • FREE STRUCTURE PARKING

TICKETS & DETAILS AT MKENYEVE.COM

POTAWATOMI
HOTEL & CASINO®

1721 WEST CANAL STREET | MILWAUKEE, WI 53233 | 1-800-PAYSBIG | PAYSBIG.COM | MUST BE AT LEAST 21 YEARS OLD TO ATTEND | ALL SCHEDULES SUBJECT TO CHANGE | MANAGEMENT RESERVES ALL RIGHTS | ©2019 FOREST COUNTY POTAWATOMI COMMUNITY, WISCONSIN

NEW YEAR'S EVE CELEBRATION

ARE YOU READY
TO HAVE A ROARING GOOD
TIME AT THE PARTY OF THE DECADE?

PLUS, TAKE HOME YOUR SHARE OF
OVER \$13,000 CASH!

TUESDAY, DECEMBER 31

DAYTIME
CELEBRATION:
OVER \$4,500 IN CASH PRIZES!



EVENING
CELEBRATION:
OVER \$8,500 IN CASH PRIZES!

JOIN US IN A CHAMPAGNE TOAST TO 2020!

LET'S PARTY LIKE GATSBY WITH FAVORS AND
A FREE COMMEMORATIVE GIFT.

AVAILABLE WHILE SUPPLIES LAST

FOR COMPLETE DETAILS, VISIT
CARTERCASINO.COM

THE SPRINGS
RESTAURANT & LOUNGE

TASTY & APPETIZING
NEW YEAR'S EVE BUFFET
\$23.95 PER PERSON
4 PM – 8 PM



THE FLAMES SPORTS BAR & GRILL

SERVING A LIMITED
NYE MENU FEATURING
BURGERS, APPETIZERS,
PIZZAS AND MORE...

BINGOS

Holiday Cash

December
20, 21 & 22

START EARNING ENTRIES!

December 20: Three winners of \$50

December 21: Two winners of \$100

December 22: One winner \$250



SCAN THIS
QR CODE TO
DOWNLOAD
OUR APP

Management reserves the right to cancel or alter any event or promotion at any time. © 2019 Forest County Potawatomi, Wisconsin.

HWY 32, WABENO, WI | 1.800.487.9522 | WWW.CARTERCASINO.COM

COLD hot seats CASH

SELECT TUESDAYS
AND WEDNESDAYS

Redeem 100 points to be eligible
DRAWINGS: 12 PM – 7 PM

Win your share
of \$24,000

Holiday HOURS

CLOSED:
DECEMBER 24 &
DECEMBER 25

Re-open:
Thursday, December 26 at 9 am!

POTAWATOMI
CARTER
CASINO • HOTEL



FOLLOW
US ON
SOCIAL
MEDIA

