New Tribal Council members were sworn-in by Vice Chairman Drayton Roberts on Tuesday, November 2, 2021.
“TO RELY ON THE KNOWLEDGE AND EXPERIENCES OF THE PAST, ALONG WITH THE WILL TO SURVIVE TO ADVANCE THE PEOPLE, CULTURE AND WELL-BEING OF THE MESKWAKI NATION.”

SAC & FOX TRIBE OF THE MISSISSIPPI IN IOWA

THE MESKWAKI NATION
349 Meskwaki Road
Tama, Iowa 52339
Phone: 641-484-4678 or 800-944-9503
Fax: 641-484-5424

If you have recently moved, please update your address with the Finance Office. Tax documents, checks, the MNT, and other notices are sent to tribal member’s addresses on file. Address change forms are available at the front desk of the Tribal Center and available for download on our website at: WWW.MESKWAKI.ORG (Click on the Government/Finance links)

NO CHANGES WILL BE ACCEPTED OVER THE PHONE.
If you have questions, please contact Jordan Bear in the Finance Office at 641-484-9202.

Tribal Council

Member - Vance Brown
Agriculture: Term expires November 2025

Member - Apollo Davenport
Employment: Term expires November 2025

Member - Zane Oldbear
Education: Term expires November 2023

Next TRIBAL COUNCIL Meeting
Nov. 10th @ 5 pm – 9 pm

Meeting dates / times are subject to change at discretion of the Chairman.

Chairman - Vern Jefferson
State, Local & Federal: Term expires November 2025
Vice Chairman - Drayton Roberts
Housing: Term expires November 2023
Treasurer - Yolanda Pushetonequa
Health: Term expires November 2025
Member - Clinton Bear
Enrollment: Term expires November 2023

The Meskwaki Nation Times is a monthly publication available to all enrolled adult tribal members by mail. Meskwaki Media Services is a member of the Native American Journalists Association.

The deadline to submit articles for the next edition is:

NOVEMBER 22, 2021

Articles can be submitted via email to: MEDIA@MESKWAKI-NSN.GOV

Or mailed to:
Meskwaki Nation Times, Shannon Mitchell - Editor, 1646 305th Street, Tama, Iowa 52339

All articles submitted are subject to approval and/or editing due to the space available.
TRIBAL COUNCIL

WELCOME NEW TRIBAL COUNCIL MEMBERS

Newly elected Tribal Council members Vance Brown, Apollo Davenport, Vern Jefferson and Yolanda Pushetonequa were sworn in at a ceremony held on November 2, 2021 in the Tribal gym. Due to Covid protocols family members were on hand with the community and Tribal staff watching on-line.

They are elected to four (4) year terms, ending in November 2025. They join current members Drayton Roberts, Clinton Bear and Zane Oldbear, who were elected in November of 2019. Tribal Council met as a group following the swearing-in ceremony to appoint officers and choose Tribal group liaisons. See determinations on page 2.
VOLUNTEERS NEEDED FOR TAX PREP

The Meskwaki Tax Preparation team is looking for volunteers for the upcoming tax season. Training is just around the corner so if anybody is interested in volunteering, please contact Rudy Papakee @ 641.484.4094. This is a great opportunity to help the community and learn a new skill. The more volunteers we have, the more assistance we can provide. You can volunteer as much or as little as your schedule allows. Equipment, training, and technical support is provided. We just need some of your time for a successful program.

~ Rudy Papakee
Tama Tax Site Coordinator

Meskwaki Language
Digital Resources Project

This project will develop digital recordings that will provide language learners with the opportunity to hear genuine interactional conversations between fluent elder speakers. This will be a twenty-four month project.

Project Participants:
Meskwaki Elders | Field Recorder (2) | Audio Editor/Transcriber (2)

The project requires Meskwaki-speaking elders to provide audio content. Two individuals to go out in the field and do the actual recording and two individuals to edit and transcribe the digital recordings captured. These individuals will need to be semi-fluent in the Meskwaki language in order to complete tasks assigned. Monetary stipends will be provided for all participants.

Please call Leigh at 641-484-9288 if you’re interested in participating in this project! If there is no answer, please leave your name and phone number.

COMMUNITY CONNECTIONS

HOMESTYLE CRAFTS

Homemade and creative crafts!

We are requesting each vendor donate an item from their merchandise for use as a door prize at the end of our daily sales.

A $20 Vendor Fee is required of ALL vendors.

Vender Registration Form
https://form.jotform.com/92937104758163

For more info:
Mary YB (641) 484-3185
Nina YB (641) 484-808

Meskwaki Veterans Convention Center
1504 305th St., Tama, Iowa

The Meskwaki Language Digital Resources Project

Premium products that fit your lifestyle.

MESKWAKI ORGANIX

INDIGENOUS INGREDIENTS

Required ingredients should be Indigenous foods that you’ve foraged, gathered, hunted or grown. Meal should consist of main dish, at least one side, a bread, a dessert, and a drink. You must provide a list of ingredients, a written recipe, and a video showing your cooking process and serving the meal to your family & friends. Please contact 515-782-0533 if you have questions about what ingredients are acceptable.

FIRST 25 ENTRANTS WILL BE JUDGED
You must be Native American to enter.

ALL VIDEO ENTRIES DUE BETWEEN NOVEMBER 14TH & 27TH, 2021

$200 CASH PRIZE!
MENTAL HEALTH CRISIS

Stress comes in many shapes and sizes including grief and loss, home life, work and/or our communities. Noticing signs of a mental health crisis such can be overwhelming. These are some signs to watch for:

- increased agitation
- abusive behavior including substance abuse
- isolation

If you are seeing these signs or others, there are things you can do;

- keep your voice calm
- avoid overreacting
- express support and concern
- offer options (instead of trying to take control)
- ask how you can help

Always call 911 if you feel that they appear to be at risk of harming themselves, others or property.

Here are some numbers to call:

CRISIS PHONE NUMBER – 1-800-332-4224
CRISIS TEXT – TEXT “HOME” TO 741-741

For more information, there are helpful handouts available at the clinic and information available on our website at www.meskwaki.org/behavioral-health-services.

FREE TV RAFFLE

The Pest Control team would like to remind everyone to call housing for a pest inspection if you want to be entered into the TV raffle running now until the end of November. The weather is getting colder so a pest inspection is a good way for us to come in and check areas of the house you may not want to check yourself. We’ll check doorways, ac unit lines, air vents from the dryer, and crawl space areas and doors. The pest team is also excited to be getting some new faces joining the department as a new batch of apprentices will start their career in the pest field. Do not hesitate to call housing to schedule any type of pest treatment. We’re here to help.

~ The Pest Control Team - (Trey Keahna)

How to Enter: Call the Housing Program at 641-484-4972 to schedule a Pest Inspection for your home. Going on now through November.
APPRENTICE COMPETITION

Jacob Youngbear competes in the PHCC National Plumbing competition Oct 20-22, 2021 in Kansas City, MO. Jacob is a 3rd year plumbing apprentice for the Meskwaki Nation Apprenticeship program. He qualified for the national event by winning his division at the state level SkillsUSA competition held virtually back in April. Apprentices must be in their 3rd, 4th, or 5th year of their apprenticeship and must also be endorsed/certified by a PHCC state chapter to be eligible for the national level.

For thirty plumbing and HVAC apprentices, the PHCC educational foundation’s national plumbing and HVAC apprentice contests are a chance to shine. This once-a-year event hosts the top apprentices from across the nation to work on a test of their skills, knowledge and accuracy. Plumbing apprentices had to rough-in a bathroom– including the drain, waste and vent lines, a toilet, a sink and shower.

The contest took place on the tradeshow floor during the PHCC Connect event, allowing the event attendees to watch the contestants progress. Besides offering apprentices a once-in-a-lifetime opportunity to demonstrate their knowledge and skills on a national stage, the contests support the foundation’s mission by helping to generate awareness for local apprenticeship programs, boosting interest in the fields of plumbing and HVAC and attracting new recruits to the industry.

Although Jacob did not place in the top three of the nation, he had a very good showing at the event. He received positive feedback from his fellow competitors and the event judges. Congratulations Jacob on your accomplishments and thank you for representing the Meskwaki Nation in Kansas City.

APPRENTICESHIP DIASPORA OF MESKWAKI CREATIVITY: WORKS BY MARY YOUNG BEAR, ELLEH DRISCOLL, DAZEGON KAPAYOU AND DUANE SLICK

Works by artists Mary Young Bear, Elleh Driscoll and Dazegon Kapayou (Meskwaki) are featured in an exhibition being held October 7th through November 21st, 2021, which is presented in conjunction with Consequential Narratives: Selected Works by Duane Slick (Meskwaki). The exhibition is being held at the Hearst Center for the Arts, 304 W. Seerley Blvd, Cedar Falls, Iowa. The gallery is open Tuesday through Sunday. Visit their website for hours. www.thehearst.org.
Sec. 1-1. Housing Director and Realty Officer.

The **Housing Director** shall be the head of the Housing Department. The Housing Director shall report directly to the Tribal Council and be supervised by the Executive Director, for administrative purposes, and to which the Tribal Council shall delegate the powers as referred to in the Job Description as amended. The Housing Director will be responsible to ensure that the bookkeeping, clerical work, records, reports, securing of required forms, filing, recording and administrative details necessary for the proper operation of the Housing Department are handled correctly. The Housing Director shall take all steps necessary to insure the financial stability of the Housing Department.

The **Realty Officer** shall report to the Housing Director. In addition to all other duties, the Realty Officer shall, upon request, advise applicants of the conformance and nonconformance of the application to the provisions of the Property Code. The Realty Officer shall work in close cooperation with the Housing Committee and assist applicants for housing in the preparation of applications and other papers.

Sec. 1-2. Staff.

All employees of the Housing Department shall be under the direct supervision of the Housing Director. The staff may consist of both full-time and part-time employees.

Sec. 1-3. Compensation.

The compensation for the services of the Housing Director and his/her staff shall be paid from Tribal funds and reflected as an expense against Tribal housing programs. All other necessary expenses of the Housing Department shall be paid from housing funds, except for capitalized expenditures authorized by the Tribal Council. The Housing Director shall present to the Tribal Council for approval a budget for each year of the Housing Department.

Sec. 1-4. Personnel Policies.

The Housing Department shall provide uniform standards of conduct for its employees. Housing Department employees are subject to the policies set forth in the Personnel Policies Handbook adopted by the Human Resources Department of the Tribe, which is incorporated herein by reference.

Realty Outlined Responsibilities

*Taken from Job Description, Property Code, and Policies and Procedures*

- Receive and Process Land Assignment Applications
- Process Homeste Assignment Applications
- Maintain Waiting List
- Process Background Check
- Send Notices
- Grant Approval for Visitors
- Handle Homestead Termination
- Conduct Addition Requests
- Commence Eviction/Termination Process
- Report to the Housing Director
- Develop Realty Department
- Research, Investigate, and Negotiate Real Property Purchases
- Assignment of Real Property

- Manage Leased Properties
- Act as Complaining Witness
- Actions Permitted by Property Code
- Size Land Assignments
- Receive Land Relinquishments
- Terminate Land Assignments
- Develop and Maintain Inventory of Tribal Lands
- Negotiate all leases for Tribal Land
- Negotiate all Rights of Way and Renewals
- Receive Right of Way Applications
- Negotiate all Licenses
- Work with Tribal Departments, Federal, State, and Local officials
- Administer Adopted Building Code Standards
DEAR MESKWAKI COMMUNITY,

The 2021 Fall season has officially arrived as we have started to experience cooler mornings and evenings and the sun goes down earlier every day. As I sit at my desk on this beautiful fall day I wonder what the future holds for our community.

Tomorrow will be another Tribal Council Election Day, and as this MNT comes out the results will have been decided. I sincerely hope that if you were eligible to vote, you went to the center and exercised that right. It is one way to give back to our community. I’ve seen too many people sit back and complain and then not take the time to vote when an opportunity arises. In that sense we become our own worst enemy, but I believe we’re getting better about getting that vote out. I see more people creating dialog about issues that affect our community and that’s great. Which leads me to wonder about our future as a tribe and what the term tribe will mean in 15-20 years. What will the Meskwaki tribe be in the future and what changes will need to occur in order for us to remain a “tribe”.

If you look at the migration map of the Meskwaki people you will see that we have travelled a very long distance to get to Tama, Iowa and we have lived alongside a great number of different tribal communities. Our people were constantly moving, at times because of war with other tribes or war with European invaders. We came from the Eastern coast of North America, through the Great Lakes to Wisconsin and ended up in Iowa. The story is long and full of wars and hardships, but it’s ours and we should be proud of our survival. In the big picture of Native America our tribe has always stood alone because of our land ownership, and what a gift that is. Our ancestors made a decision to purchase land here, rather than accept what the government was “giving” us in Oklahoma. Our Settlement has always been a place where language and traditions thrived without any outside intervention. When smallpox could’ve destroyed us, our ancestors found a way to keep our sacred objects safe, thus keeping the religion whole. Our Settlement has been a place where our beliefs, stories and religion have been able to thrive and that’s a great feat in Indian Country because when Christianity was being pushed onto other communities, forcing them to forget their traditions, the Meskwaki people were able to follow their own path. Now more than ever we should appreciate our history and what our ancestors sacrificed for us. If we want to continue their legacy, we will need to adapt to inevitable change. The heart and soul of our people has always been our traditions and we need to remember as much as we can if we intend to call ourselves Meskwaki. We will come to a time when the subject of enrollment will need to be brought up and dealt with. These two subjects are intertwined and I hope that as a community we can do that. We don’t ask each other who’s enrolled when someone is born or when they pass, and we don’t ask the people that do the work of burial or prayers or cooking if they’re enrolled either. In these times we are always at our best. We get along and we help each other and that is the intangible part of being Meskwaki.

These are things to think about and things we will need to figure out as a community. Our ancestors did their best at creating a place for their families and their beliefs to thrive in uncertain times. They did the best they could and now it’s time for us to do our best!

Sincerely

~ Bonabiga- Mary Young Bear

HISTORICAL PRESERVATION

MESKWAKI CULTURAL CENTER & MUSEUM RECEIVES NATIONAL ENDOWMENT FOR THE ARTS GRANT

A $10,000 NEA Grant has been awarded to Meskwaki Cultural Center & Museum for the purpose of enhancing our ability to store cultural artifacts. These funds will help us provide safer and more practical storage tools for our precious collection.

“The arts make communities more vibrant and fulfilling places, help us to heal, and strengthen our nation’s economy,” said Ann Eilers, acting chairman of the National Endowment for the Arts. “The National Endowment for the Arts is committed to supporting organizations nationwide, such as the Meskwaki Cultural Center & Museum, helping to make it possible for our arts and culture sector to grow and for more Americans to have access to the arts.”

NEA award will be used to purchase shelving and archival storage for the Meskwaki Cultural Center & Museum.

“On behalf of the Meskwaki Cultural Center & Museum as well as the Meskwaki community, we extend our sincere gratitude to the NEA for this generous grant. These funds will help us provide a safer environment for our tribe’s historical treasures.”

~ Mary Young Bear Registrar/Community Outreach for the MCC&M

About the National Endowment for the Arts: Established in 1965, the National Endowment for the Arts is the independent federal agency whose funding and support gives Americans the opportunity to participate in the arts, exercise their imaginations, and develop their creative capacities. Through partnerships with state arts agencies, local leaders, other federal agencies, and the philanthropic sector, the Arts Endowment supports arts learning, affirms and celebrates America’s rich and diverse cultural heritage, and extends its work to promote equal access to the arts in every community across America.
NOVEMBER IS NATIONAL DIABETES MONTH AND DIABETES EYE DISEASE MONTH

JVN Quarterly Drawing started October – December 2021 for a chance to win an IPAD! Must have JVN completed to qualify. Call to set up your appointment with Jennifer now! (See info right.)

OCTOBER 25-NOVEMBER 17

Healthy Recipe Contest
Recipe submission to Jennifer by email or drop in at the clinic Submission must include your name, current phone number and recipe. A prize will be awarded to everyone that submits a recipe for the contest! Drawing for additional prizes for all those that submit a recipe!

WED. - NOVEMBER 3
Diabetes Walk/Run
Reg. at 5pm, Start at 5:30pm At Meskwaki Health Clinic

WED. - NOVEMBER 10
Diabetes Bingo via Zoom
Please pick up your bingo card at Meskwaki Health Clinic at 2pm Visit www.meskwaki.org or Wellness Facebook for Zoom link!

TUES. - NOVEMBER 16
Take the Prediabetes Risk Test with Jennifer! 9 am to noon at the Meskwaki Health Clinic walk-in are welcome!

TUE. - DECEMBER 8
Smart Eating on a Budget via Zoom at 2pm Visit www.meskwaki.org or Wellness Facebook for Zoom link!

Incentive program ends for 2021 year on Dec. 31, 2021

NATIONAL DIABETES MONTH AND DIABETES EYE DISEASE MONTH

Meskwaki Diabetes Program would like to bring awareness to both this month.

Did you know that elevated blood sugars could be damaging to the eyes? Preventing diabetes-related blindness in American Indians and Alaska Natives is key. American Indians and Alaska Natives have the highest prevalence rate of diabetes in the United States, more than twice the rate of the general population. Over time, diabetes causes damage to blood vessels in the eyes in a condition called diabetic retinopathy. The damage to the blood vessels can sometimes grow to dangerous levels causing moderate or severe vision loss (blindness). People with diabetic retinopathy may not be aware of it until it is too late and permanent vision loss has occurred.

Severe vision loss may be avoided in most cases with regular examinations, timely diagnosis, and treatment.

Meskwaki Health clinic is participating with the Indian Health Service-

Joslin Vision Network (I H S-JVN) Teleophthalmology program. With the program, we are able to have patients with diabetes come to the clinic to have photos of the back of the eyes taken without dilation. The photos are immediately sent to a reading center where eye doctors interpret them and report any abnormalities needing further evaluation and possible treatment.

If you are a patient with diabetes and have not had the JVN photo taken this year, please call to set up your appointment. Quarterly drawings for our patients with diabetes, who have the JVN completed at Meskwaki Health Clinic, will have a chance to win an IPad! We are planning to have a drawing each quarter. The first drawing will be in January 2022 for the quarter ending December 31, 2021.

If you have any questions about this program, please contact Jennifer Scales, Registered Dietitian at the clinic at 641-484-9421.

If you have diabetes and have not come in to the Meskwaki Health Clinic this year, call to schedule your diabetes checkup. Take charge of your
diabetes. We are here to help. We have providers, a dietitian, a podiatrist, and a dentist here to work with you. Keeping up with your health can be a lot, we are here to work as a team to meet your health care goals. Ask about our incentive program when you come in. Call 641-484-4094 to schedule your next appointment.

~ Jennifer Scales, RDN, LD
Diabetes Program

A NOTE ABOUT HEALTH CLINIC HOURS

The Meskwaki Health Clinic is happy to help the community during regular business hours, no questions asked. However, recently the discussion came up about who to call after hours. Clinic staff, who typically go above and beyond to help, are not on-call 24/7. The local EMS volunteers typically respond to 911 calls only. If you have a true medical emergency, please do not hesitate to call 911.

In the event you have general medical questions or need guidance after hours, please call the toll-free First Nurse line offered through Mary Greeley Medical Center located in Ames, IA. That number is 1-800-523-6877 or 515-239-6877. Please save this number on your phone in your contact list.

Their request is: ...be prepared to give the name of your physician, the medications you are taking and any health problems you may have.

First Nurse does NOT notify our clinic of any calls or outcomes, so please don’t hesitate to call during business hours to speak with a nurse here if a follow up is required.

As a reminder, any ER or urgent care visit should be reported to our clinic the following day so we can make note of the visit, assist with any follow up, and ensure your bills are taken care of.

Any questions on the above, please don’t hesitate to call the clinic.

Thank you,
~ Rudy Papakee, MHA, Health Director

We Need You

Interested in giving back to your community?

BASIC FIRST AID RESPONSE

Goals: Train caring, local, professional individuals in the AHA Heartsaver First Aid CPR Course to assist Meskwaki Nation Emergency Medical Services and community members in their time of need.

Class date: TBD
Pre-requisites: None
Contact: Shawn Card, Lead EMT/MBCH

IF YOU HAVEN'T....
DON'T DELAY!

CALL THE MESKWAKI HEALTH CLINIC TO GET YOUR COVID VACCINATION SHOT TODAY!

(641) 484-4094

**All donations divided between the Meskwaki Seniors and Tama County Food Pantry**
A hugely successful Health Fair Event (photos pictured on next page), planned by the Diabetes Program, Family Services and Child Support Services, was held on September 30th. A big “thank you” to the 45 vendors, 198 employees, 124 general attendees, 126 MSS students and 15 teachers who attended the event. GREAT JOB, EVERYONE!

In attendance were vendors from many Tribal Ops departments like Dental, Food Sovereignty, Youth Services, Maternal Health, RISE, MNPD, and others. Also sharing information about their programming were community partners like MICA, ACCESS, Unity Point Health OB, Center Associates, Flex Fitness, Iowa Cancer Consortium and Medtronic. Thank you to the vendors who provided door prizes and handed out goodies during the event.

Thank you to Meskwaki Bingo Casino Hotel for working with us as we planned an outdoor event, but then had to quickly move it inside. We appreciate your ability to quickly adapt to our needs.

During the event the Meskwaki Health Clinic provided Covid and flu vaccines, and their blood drive collected 9 units, impacting 24 lives!

**COVID-19**

**3RD DOSE VERSUS BOOSTER**

<table>
<thead>
<tr>
<th>3rd DOSE</th>
<th>BOOSTER</th>
</tr>
</thead>
<tbody>
<tr>
<td>A third dose of Pfizer or Moderna is recommended for Moderately to Severely Immunocompromised Individuals</td>
<td>Anyone who has received a full series of the Pfizer vaccine</td>
</tr>
<tr>
<td>At least 28 days AFTER receiving the second Pfizer or Moderna Vaccine</td>
<td>Recommended 6 months after receiving the two dose primary series of Pfizer</td>
</tr>
<tr>
<td>Meant for people who have not built strong enough immunity after completing the initial vaccine series</td>
<td>Necessary to boost protection</td>
</tr>
<tr>
<td>Individuals eligible include immunocompromised people who have:</td>
<td>Individuals eligible for the Pfizer boost dose:</td>
</tr>
<tr>
<td>Organ Transplant</td>
<td>65+ and residents in LTC</td>
</tr>
<tr>
<td>Immunosuppressive Therapy</td>
<td>18-64 with underlying medical conditions</td>
</tr>
<tr>
<td>High Dose Corticosteroid Use</td>
<td>18-64 with an increased risk for exposure and transmission because of occupational setting</td>
</tr>
<tr>
<td>Active Treatment for a Solid Tumor and Hematologic Malignancies</td>
<td></td>
</tr>
</tbody>
</table>

**TOTAL WELLNESS CHALLENGE WINNERS**

134 people completed the latest SettFit program called the “Total Wellness Challenge”. They traveled over 18,160 miles through steps and work outs and together viewed 384 Dimensions of Wellness Videos!

Congratulations to the following WINNERS, who were drawn by raffle, based on their accumulated SettFit Challenge points through the Wellable App.

$100 Visa Gift Cards were awarded by raffle to:
- JORDAN KAPAYOU for Physical Activity
- LANA ROBERTS for Nutrition Tracking
- MISTY JEFFERSON for Personal Training Activity

Winners of $25 Visa Gift Cards were awarded by raffle for watching the Wellness videos to:
- STEPHANIE THOMPSON
- DALYN WABAUNASEE
- VANITY KAPAYOU
- JACEY WILSON
- MAGOO KEAHNA
- MARY SHUCKAHOSEE
- SHIRLEY WARD
- OCEANA PAPAKEE

EVERYONE WHO COMPLETED THE CHALLENGE: Please stop by the Health Clinic to pick up your tee-shirt!

THANKS to everyone for participating in our last challenge with Wellable.

We will not be utilizing the Wellable programming app for future challenges, but look for more information about SettFit opportunities in the near future. We’ll post to Facebook.

Keep up the great work through the holiday season!!!!!

~ SettFit Challenge Team

**MESKWAKI HEALTH CLINIC TRANSPORT**

Tatum will be available to transport anyone during the week days (Mon-Fri) from 8:00am-4:30pm and from any daily grocery runs, Walmart, bank, etc... Contact Tatum to set up a time for a transport. Please remember to wear a mask. It is required!

Contact Tatum at: (641) 481-5067 or (641) 484-4094 ext. 9410

**FIGHT THE FLU**

Get your family vaccinated against the flu this season. It’s the best way to protect you and your loved ones from getting the flu.

Get your flu vaccination at the Meskwaki Health Clinic. Call (641) 484-4094 now! Protect Yourself. Protect Your Family. Get Vaccinated. #FightFlu
Shout out to Lorraine Keahna (pictured right) who was one of the people who helped plan the first Health Fair long ago when she was with CHR. She was very impressed with our turnout this year. Her smile while she talked about the Clinic’s early Health Fairs was priceless!
Child Support Services’ 1st Virtual KoKo MeDo Celebration was short & sweet. Engraved blankets were given to our Elders 55+. We still have plenty! Kade Brown, Elder & Vulnerable Adult Case Mngr, provided the eldest tribal members with their own honorary gifts. Fall prizes were drawn for those who submitted a photo, which consisted of s’mores packages, pretzel making kits, grills, lanterns, sleeping bags, and cupcake kits, to name a few! Thanks for participating & thank you to all those who made this happen. We are crazybeautiful people! See all photos in the MNT. We received a pic of one of our eldest gals & one of our eldest warriors. Such beautiful people, that Charlie and Agnes!

Let us always honor and respect the elders of our beautiful Meskwaki community. We send hugs to Vernon “Jeff” Jefferson and Uarda Johnson’s families, who we lost this past year. And to all those who are without their precious elders.

WAYS TO LOVE OUR ELDERS

## LISTEN
- Hug them
- Be PROUD of them
- Tell them you LOVE them
- Take them out to eat
- Open the door
- Steady them so they won’t fall
- Brush their hair
- Have them teach you TRADITIONS
- Spend time with them
- Make them a cup of tea
- Cook their favorite food
- Take them to a movie
- Take them out for a meal
- Sing together
- Dance
- Sweep the floor
- Wash their clothes
- Take out the trash
- Be PATIENT, let them take their time
- Clean their yard
- Talk with them
- Spend your own money on them
- Make sure they are dressed warmly for the weather
- Bring children to VISIT
- Play games together
- Play with them
- RESPECT their spiritual beliefs
- Give birthday gifts
- Remember them on holidays
- Tell them the latest news (gossip)
- Shake their hands
- Make their bed
- HELP them get dressed for the day
- Clean out the stove
- Check their windows & doors
- Fix the fence or gate
- Feed the dogs & horses
- Make fry bread
- RESPECT their history
- Ask about their childhood
- Ask them to tell you a story
- Tell a story
- Talk about what you did today
- Read the newspaper
- Be KIND & RESPECTFUL
- Include them in your family plans so they won’t be alone
- Let grandma relax at gatherings instead of cooking
- Tell a good JOKE
- Clean their jewelry
- Make jewelry, do bead work, weave or sew
- Check to see if they are okay
- Chop & haul wood
- Offer to pay their utility bill
- Buy some groceries, potatoes or flour
- Play their favorite song
- Wash the vehicle
- Take CARE of their medications
- Let them keep & enjoy their gifts
- Bring them your favorite food
- Treat grandma like a lady, open doors for her & let her go first
- Give their change back, when they ask you to buy something for them
- Give a cheerful greeting, say “Hello. Goodnight, I LOVE you.”

## LEARN
- Foods
- Offer to interpret
- Forms
- Give them
- Let them be by
- Want
- Make sure
- Kit
- Make sure
- Safe place to be
- Work
- Return

## HELP
- Fill out pictures of yourself
- Themselves if they have a first aid
- Their house is a HELP
- With farm belongings after LEARN Native words
- HELP them
- Where
- Find the restrooms at a restaurant or store
- Go for a walk together
- Take them to senior center, special events, fairs, tribal
- Meetings, & pow wows
- Weed the garden
- Buy them Kleenex, Vicks, eye drops, or Ben Gay
- LEARN from their teachings
- Clean their eyeglasses
- HELP them remember things, appointments, purse, scarf, or hat
- Take them to VISIT friends & relatives
- Invite them to your class to demonstrate cultural skills
- Look at pictures
- HELP write letters
- To family or friends
- PRAISE & ENCOURAGE their skills, weaving, jewelry
- Making, cooking, & butchering
- Let them know they are VALUED.

## RESPECT
- their with them
- Buy batteries
- Buy hair
- Take them to the sales
- Make a sack
- Traveling
- HELP them
- less fat, & less salt
- VISIT
- Watch a movie together
- Find the restrooms at a restaurant or store
- Go for a walk together
- Take them to senior center, special events, fairs, tribal
- Meetings, & pow wows
- Weed the garden
- Buy them Kleenex, Vicks, eye drops, or Ben Gay
- LEARN from their teachings
- Clean their eyeglasses
- HELP them remember things, appointments, purse, scarf, or hat
- Take them to VISIT friends & relatives
- Invite them to your class to demonstrate cultural skills
- Look at pictures
- HELP write letters
- To family or friends
- PRAISE & ENCOURAGE their skills, weaving, jewelry
- Making, cooking, & butchering
- Let them know they are VALUED.

Special thanks to Four Directions Health Commission, Northern Nevada Medical Center for allowing us to use their data.

**This information was compiled for the benefit of those with limited vision and is reproduced to public policy. Voluntary testing is done to determine or apply eligibility for services.**

Our eldest female members are: Myrtle Keahna & Agnes Shuckahosee (same age), then Nadine Kerchee of OK.

Our eldest male members are: Horace “Poncho” Poweshiek II of OK, then Charles Old Bear & Nathan Ward Bear (same age).

Send good thoughts and take care of the elders we still have with us at this time. Please see the ideas on this page if you do not know what to do. But most of all: LOVE THEM.
KOKO MEDO VIRTUAL CELEBRATION

Child Support Services (MNCSS) held a virtual event this year due to COVID protocols for its Annual KoKo MeDo Celebration. They asked for pictures of your KoKos and MeDos. They gave away “door” prizes for those who submitted photos and gave a blanket to every elder of the community. If your elder did not receive a blanket, call CSS at 641-484-9301. Also, if you have not yet picked up your door prize, please call so they can get these items to those who have not received them.

MNCSS says “THANK YOU” for the amazing photos! There are no words for how beautiful our people truly are. See for yourself over the next few pages!
Dear Dr. Per Cap:

I work a tribal job that requires a college degree. However, I see listings for delivery drivers that offer wages and bonuses that pay better. I’m really tempted to switch but my friends say I’m crazy to leave a real job. What should I do?

Signed, Debating

Dear Debating,

Millions of Americans have similar thoughts. The U.S. is currently undergoing a labor shortage of epic proportions. In fact the country is more than 4 million workers light of a well-staffed labor force.

Economists are puzzled over the exact reason. However, many point to a growing movement during the pandemic called The Great Resignation which has inspired people to reexamine their lives and careers. Early retirements, scaled back work hours, and dramatic career shifts have been the result.

Employers are responding with big pay hikes and hiring bonuses like the ones tempting you. There’s a McDonald’s near me that’s offering new hires as much as $20 an hour. That’s forty thousand bucks a year. Pay that competes with some “real jobs” your friends talk about.

For someone who spent years working in the service industry that label of a job not being real if it doesn’t require a degree or gets your hands dirty always ticked me off. And if there’s one thing the pandemic has taught, hard working folks in supermarkets, shipping companies, and warehouses are vital to the economy and our modern way of life. Don’t let peer pressure influence your decision.

You need to ask yourself what’s more important? A paycheck or the nature of the work you do to earn it? Higher pay is great but only if you enjoy what you’re doing. Then again a meaningful career is a tough road if you can’t pay your bills.

I recommend a thorough review of your current expenses along with your current income. Then compare how much a new job with higher pay will impact that bottom line. If you see a significant jump in your disposable income, like 20% or more, a switch might make sense.

Then follow up with some soul searching to see if you’re emotionally ready for a very different type of work experience. Also talk with your spouse, significant other, children, and any other family stakeholders who will be impacted by your career change. You’ll find your answer when you think it through.

Ask Dr. Per Cap is a program funded by First Nations Development Institute with assistance from the FINRA Investor Education Foundation and submitted by the Meskwaki Financial Planning Committee. For more information, visit www.firstnations.org. To send a question to Dr. Per Cap, email askdrpercap@firstnations.org.
EVERY TEAM MEMBER MAKES A DIFFERENCE
CULTURE, COLLABORATION & COMMUNITY

Please take a look at the positions currently available to you.

We offer competitive wages, great group benefits (health, dental, life), paid vacation, sick leave, disability income protection, retirement benefits and more.

(Indian preferences given in accordance with Sac & Fox Code, Title 9, Sec. 9-1303.)

Deputy Executive Director

Executive Management

DUTIES & RESPONSIBILITIES:

• Provide direct assistance in the management of all facets of Tribal Operations.
• Prepare Tribal Budget including annual operating budgets and capital expenditures for all programs and monitor financial reports.
• Develop, implement and monitor internal operating policies as required.
• Review statistical and operational reports and recommend changes in operating procedures.
• Work with programs to identify and implement cost-saving measures and methods to improve service delivery and overall efficiency of programs.
• Expand resource sharing and identify areas for inter-departmental coordination of benefits and services.
• Supervise Tribal Executive Management office personnel.
• Understand customary laws and practices associated with Tribal Operations and Tribal entities.
• Assist and advise in reviewing facilities management, property management, procurement and inventory control procedures.
• Assist the Executive Director in monitoring all grants and contracts for compliance.
• Assist in the development of employee relations and incentive programs.
• Other duties as assigned.

REQUIREMENTS:

• Bachelor’s Degree in Business Administration or Public Administration or related field is required.
• Four (4) years of progressively responsible management-oriented experience. Or an equivalent combination of management-oriented experience with a minimum of seven (7) years of management experience in a governmental entity, including experience with budgeting, finance, grants and contracts.
• Prefer Master’s in Business Administration or Master’s in Public Administration.
• Prefer prior grant writing and/or business planning experience.
• Prefer prior experience with strategic planning implementation.
• Strong communication skills, verbal or written, including public speaking experience.
• Be knowledgeable and proficient in PC, word processing, spreadsheet, Internet and e-mail.
• Demonstrated knowledge and experience in teambuilding and teamwork.
• Enrolled Meskwaki Tribal Member

SALARY: DOQ

POSITION OPEN UNTIL FILLED

For full job descriptions & information visit: https://meskwaki.applicantpro.com/jobs/

Education Technology Specialist

Information Technology

DUTIES & RESPONSIBILITIES:

• School Wide Systems including Content Management, Telecommunication, Physical Access and Safety, Virtual Machinery, Active Directory, JAMF, CIPA Filters, Interactive Whiteboards, Google Suite, Student Information systems, Weather, Clocks and Time Clocks.
• All datacenter equipment (virtual and physical).
• All Network routers and switches (managed and unmanaged).
• Respond to system outages and contact appropriate support.
• Work collaboratively with school administration, staff, students, and other stakeholders to address specific technical needs, coordinate training and assist with issues as they arise.
• Plan, coordinate, and implement capital project activities.
• Work with vendors to coordinate capital projects, preparedness services as needed.
• Respond to tech requests in a timely and expeditious manner.
• Other duties as assigned.

REQUIREMENTS:

• Bachelor’s in computer technology, 4 years of tech work in a school environment or combination.
• Expert in Apple products.
• Extensive experience with Microsoft products especially (Active Directory, Exchange, Terminal Services).
• Experience in management of Virtual Machine Systems (VMware); Firewall and network switches (SonicWALL and Cisco).
• Experience with backup and restore procedures.
• Excellent troubleshooting skills.

Annual Salary: $50,710.00 - $75,080.00

POSITION OPEN UNTIL FILLED

For full job descriptions & information visit: https://meskwaki.applicantpro.com/jobs/

Environmental Technician

Natural Resources

DUTIES & RESPONSIBILITIES:

• Assist in the implementation of Tribal Environmental programs and projects.
• Assist in field sampling of Environmental Branch programs: Air, Water.
• Conduct/assist in the development of resource assessments and inventories including: Maintain and develop related maps and databases for the Environmental Branch. Maintain accurate records of work activities, data, and information gathered for Environmental reporting requirements.
• Collect and organize data for monitoring Tribal Natural Resources.
• Other duties as assigned.

REQUIREMENTS:

• Require prior experience working with Indian tribal organizations.
• Require prior supervisory experience.
• Prefer Master’s in Business Administration or Master’s in Public Administration.
• Prefer prior grant writing and/or business planning experience.
• Prefer prior experience with strategic planning implementation.
• Excellent troubleshooting skills.
• Be knowledgeable and proficient in PC, word processing, spreadsheet, Internet and e-mail.
• Demonstrated knowledge and experience in teambuilding and teamwork.
• Enrolled Meskwaki Tribal Member

SALARY: DOQ

POSITION OPEN UNTIL FILLED

For full job descriptions & information visit: https://meskwaki.applicantpro.com/jobs/
**DUTIES & RESPONSIBILITIES:**

- Develop a plan of action for each housing project before proceeding with construction work.
- Act as liaison between the project and the Tribal Council and Executive Director.
- Inspect projects and record essential hazards to health and safety of the household occupants.
- Schedule work accordingly for each phase of construction which will be more suitable and advantageous to climatic weather conditions.
- Ensure that all housing requirements are maintained in the project files per housing guidelines.
- Coordinate the planning of new housing development in accordance with land use plan.
- Update and maintain housing inventory, i.e., new housing needs and existing housing.
- Maintain best practices and applicable laws of Tribal housing to provide current and relevant housing strategies.
- Advise on the development of future projects and redevelopment as requested.
- Other duties as assigned.

**REQUIREMENTS:**

- Bachelor’s Degree in Construction Management and 5 years of experience in residential construction and/or equivalent combination of education and experience.
- Must have some knowledge of housing construction and project management.
- Must possess administrative capabilities with supervisory experience.
- Must be able to understand tribal needs surrounding the development of housing based on tribal traditional and constitutional law.
- Must be able to interpret HUD and other federal guidelines and regulations.
- Must have knowledge in housing project financing (i.e. Low Income Housing Tax Credits)
- Budgeting, planning, and analysis experience.
- Bachelor’s degree in Construction Management and 5 years of experience in residential construction and/or equivalent combination of education and experience.
- Must have some knowledge of housing construction and project management.
- Must possess administrative capabilities with supervisory experience.
- Must be able to understand tribal needs surrounding the development of housing based on tribal traditional and constitutional law.
- Must be able to interpret HUD and other federal guidelines and regulations.
- Must have knowledge in housing project financing (i.e. Low Income Housing Tax Credits)
- Budgeting, planning, and analysis experience.

**HOURLY SALARY: $17.00**

**POSITION OPEN UNTIL FILLED**

For full job descriptions & information visit: https://meskwaki.applicantpro.com/jobs/
**EMPLOYMENT**

**Meskwaki Elders Circle Coordinator**

Child Support Services

**DUTIES & RESPONSIBILITIES:**
- Receives referrals from Case Manager for Meskwaki Elders Circle (MEC).
- Consults and provides orientation of alternative dispute resolution processes.
- Coordinates all alternative dispute resolution services.
- Writes case notes, summaries, and family engagement plans.
- Refers clients to resources.
- Must be able to maintain strict confidentiality.
- Conducts and identifies community resources on a continual basis.
- Other duties as assigned.

**REQUIREMENTS:**
- Associate’s degree in Liberal Arts and two (2) years of administrative experience including customer service or a combination of equivalent education and experience.
- Prefer Bachelor’s degree in Business or Public Administration or Master’s degree in Social Work.
- Prefer experience working with Native Communities & Indian Tribal organizations.
- Experience working with elders.
- Experience working with District and Tribal Courts.
- Prefer business planning experience.
- Mediacion Certification and/or experience in dispute resolution.
- Prefer Meskwaki language comprehension and/or desire to learn.

**HOURLY SALARY:** $20.00 (32 Hours Per Week)

**POSITION OPEN UNTIL FILLED**

For full job descriptions & information visit: https://meskwaki.applicantpro.com/jobs/

**These current jobs are still open and will remain open until filled unless a closing date is posted on our website.**

- **Assistant Farm Manager**
  - WFD/Red Earth Gardens
- **Behavioral Health Services Director**
  - Health Clinic - Behavioral Health
- **Benefits Coordinator**
  - Health Clinic
- **Certified Medical Assistant**
  - Health Clinic
- **Clerk of Tribal Court**
  - Sac & Fox Tribal Court
- **Comptroller/CFO**
  - Executive
- **Custodian (2nd Shift)**
  - Meskwaki Settlement School
- **Delivery Driver (Part-Time)**
  - Senior Services
- **Dental Hygienist**
  - Health Clinic - Dental
- **Elementary Art Teacher**
  - Meskwaki Settlement School
- **Family Consumer Science Teacher 7-12**
  - Meskwaki Settlement School
- **Grounds Maintenance/Utility**
  - Meskwaki Settlement School
- **HVAC Service Technician**
  - Housing
- **Lead Pest Control Instructor**
  - Apprenticeship Program
- **Maintenance**
  - Meskwaki Settlement School
- **Maintenance Tech I**
  - Facilities Management
- **Maintenance Worker I**
  - Facilities Management
- **Math Teacher 7-12**
  - Meskwaki Settlement School
- **Mental Health Counselor**
  - Health Clinic - Behavioral Health
- **On-Call Senior Services Assistant**
  - Senior Services
- **Pest Control Trainer**
  - Apprenticeship Program
- **Police Officer (Non-Certified)**
  - Meskwaki Nation Police Dept.
- **Special Education Teacher Elementary**
  - Meskwaki Settlement School
- **Temporary Food Service Worker**
  - Senior Services
- **Transitional Housing Specialist**
  - Family Services/R.I.S.E
- **Victim Advocate**
  - Family Services

**Registration Clerk (2)**

(1 Full-Time) (1 Part-Time)

Health Clinic

**DUTIES & RESPONSIBILITIES:**
- Receives incoming calls, greets visitors and schedules appointments utilizing current computer system. Directs them to appropriate staff members.
- Schedules appointments for all services provided within the clinic.
- Coordinate transfer of medical records to be received prior to office visit for new patients.
- Ensure patients provide current insurance and demographic information.
- Accurately check in patients for scheduled appointments and complete necessary forms.
- Reviews RTS daily and informs Benefit Coordinators if no active insurance coverage.
- Updates patient status and demographics in electronic medical record.
- Responsible of obtaining consents and maintaining current HIPAA on file.
- Ensure waiting area is neat and organized.
- Other duties as assigned.

**REQUIREMENTS:**
- High School Diploma or General Equivalency Diploma (GED) and two years of clerical experience within a medical healthcare setting.
- Must have at least one year experience working with electronic medical record system.
- Able to work efficiently in a fast pace work environment.
- Must maintain patient rights and confidentiality.
- Must possess computer skills, prefer familiarity with Excel, other Microsoft Office programs.
- Prefer knowledge of medical terminology and overall clinical operations.
- Must be sensitive to the Tribal customs and health needs of the Tribe.
- Must submit to and successfully complete background investigation.

**ANNUAL SALARY:** $25,542.40 - $35,526.40

**POSITION OPEN UNTIL FILLED**

For full job descriptions & information visit: https://meskwaki.applicantpro.com/jobs/
NEW HIRES

STEVEN HANSON,
Superintendent, MSS
Steve Hanson has been hired to fill the role of Superintendent for the Meskwaki Settlement School. His first day of work was September 29.

Steve started his career in education as a math teacher in Council Bluffs, Iowa. After a short tenure in Council Bluffs, Steve and his family moved to Brazil where he worked as a teacher and administrator at three different American international schools. After a 15-year stint in Brazil, Steve and his family moved back to Iowa; he accepted a position at Ottumwa High School (enrollment 1500 students) where he served as an associate principal and then principal. The next stop in Steve’s career journey was to take on the role of Superintendent for the West Liberty Community School District. Following his tenure as a superintendent, Steve left the world of PK-12 Iowa public schools and accepted the responsibility of training future principals as an instructor in the Master of Educational Administration (MEA) program at St. Ambrose University. With the closure of the MEA program at St. Ambrose, and longing to return to the world of PK-12 education, Steve applied and was chosen for the position of Superintendent at MSS.

For his undergraduate studies, Steve attended Loras College in Dubuque, Iowa where he earned a B.S. in Mathematics. He earned an M.Ed. degree from Lesley University in Cambridge, Massachusetts, then completed 24 post-master’s credits in Educational Leadership at Creighton University (Omaha) for the Iowa principal credential. While serving as an associate principal at Ottumwa High School, Steve was accepted into a doctoral program at Drake University in Des Moines. He completed the doctoral program, including comprehensive exams, but withdrew from writing a dissertation so he could focus his energies and attention on his new role as principal for Ottumwa High School.

Together, Steve and his wife, Anna, have eight children and ten grandchildren: two grandchildren in Germany, two in Brazil, two in Utah and four in Cedar Falls, Iowa. Steve is proud and excited to be working at the Meskwaki Settlement School.

STEVEN KAPAYOU
Library Resource Technician
Hoa, my Indian name is Ba Ka Ka, my government name Steven J. Kapayou. I started working for the Historical Preservation department on 4/26/2021 and when I first heard that I got the job I was nervous and excited. To me, I seen it as opportunities to give back to the community and also learn more about our history. My job entails scanning historical photos and documents into a digital library. I have the privilege of seeing some photos that haven’t been seen in years and some of the images are damaged that I get to restore the photos to the best of my ability. I do enjoy the work that I do and there is plenty of it that needs to be completed. Akoi.

SAMANTHA LASLEY-SANACHE, Records Management Clerk (Not Pictured)
Hello everyone, I’m Samantha Lasley-Sanache and I’ve recently accepted a position with Tribal Court as the Records Management Clerk. My job is to enter old court cases into the new court system. I graduated from Meskwaki High School back in 2010 and since then have held various jobs within the tribe. I’m currently attending MCC, working towards my AA. I like to spend time with my big family and my 5 kids, traveling and showing my kids new places.

MERANDA MORGAN, Food Service Worker (Not Pictured)
Hi I’m Mamatti, Meranda Morgan, and have been hired as a Food Service Worker for Senior Services. I assist the cooking staff with meals and clean-up. I love working with food and the seniors.
MESKWAKI BINGO CASINO HOTEL PRESENTS

Owner Appreciation

THURSDAY, JANUARY 13, 2022
5:00PM - 8:00PM
MESKWAKI CONVENTION CENTER
**Meskwaki Nation Times**

Preserving sovereignty, protecting traditions, promoting culture and building a stronger community through information, communication, and support.

Visit us on-line for the most up-to-date information posted daily!

**WWW.MESKWAKI.ORG**

- Community Calendar
- Career Opportunities
- "In The News"
- & more!

Tribal Council Minutes, Election info, and more is located in the "Members Only" section of the site.

Tribal Operations will be closed on Thursday, Nov. 11th in honor of Veteran’s Day and Thursday, Nov. 25th for Turkey Day!

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### November 2021

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Per Cap distribution direct deposit on November 10th.

Arpa funding distributions mailing on November 29th.