

Meskwaki Nation

SAC & FOX TRIBE OF THE MISSISSIPPI IN IOWA

Volume 20 Issue 01 | January 2023



Times



Meskwaki Seniors play bone dice during a holiday party held in December at the Senior Center. Pictured are Hilda Youngbear, Ramona Sanache, and Arlene "Shawnee" Blackcloud.



DIRECTORY

TRIBAL POLICE 484-4844
FOR EMERGENCIES DIAL 911

TRIBAL OPERATIONS

Tribal Center Offices	484-4678
• Attorney General Office	484-4678
• Child Support Services	484-9301
• Enrollment	484-9233
• Executive Offices	484-4678
• Facilities Management	484-9255
• Family Services	484-4444
• Fiscal	484-4678
• Higher Education	484-3157
• Historical Preservation	484-3185
• Housing/Realty	484-4972
• Human Resources	484-4678
• Information Technology	484-9245
• Language Preservation	484-3185
• Media Services	484-9439
• Natural Resources	484-3511
• Police	484-4844
• Prosecutors Office	484-4678
• Public Defender's Office	484-9214
• Public Works	484-4600
• Senior Services	484-9224
• Victim Services Crisis Line	
* Answered 24 Hours	481-0334
• Workforce Development	484-9501
• Youth Program	484-5369

MESKWAKI HEALTH SERVICES

Health Clinic	484-4094
• Contract Health Services	484-9406
• Benefits Coordinator	484-9404
• Medical Records	484-9431
• CHR Program	484-9419
• Diabetes Program	484-9414
• Behavioral Health	484-9482
• Pharmacy	484-9451
• Wellness Center	484-9271

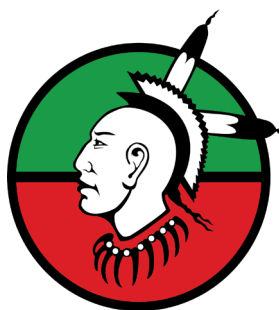
MESKWAKI SETTLEMENT

SCHOOL

• Primary	484-4990
• High School	484-9000

MESKWAKI ENTITIES

GAMING COMMISSION	484-1450
HOUSING AUTHORITY	484-6106
MESKWAKI CASINO	484-2108
TRAVEL PLAZA	484-9350
TRIBAL COURT	484-9300
MESKWAKI, INC.	484-3820
PINNACLE BANK (Mtown)	752-2393
PINNACLE BANK (Toledo)	484-7303



**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

**“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.”**

Chairman - Vern Jefferson

State, Local & Federal: Term expires November 2025

Vice Chairman - Drayton Roberts

Housing: Term expires November 2023

Treasurer - Donica Wanatee

Health: Term expires November 2025

Member - Clinton Bear

Enrollment: Term expires November 2023

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

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)

Forms can also be mailed, faxed or emailed to you upon request.

**NO CHANGES WILL BE
ACCEPTED OVER THE PHONE.**

If you have questions, please contact Jordan Bear in the Finance Office at 641-484-9202.

Next TRIBAL COUNCIL Meeting

January 11 @ 5pm – 9pm

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

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:

JANUARY 20, 2023

Articles can be submitted via email to:

MEDIA@MESKWAKI-NSN.GOV

Or mailed to:

Meskwaki Nation Times, 1646 305th Street, Tama, Iowa 52339

All articles submitted are subject to approval and/or editing due to the space available.
Editor: Shannon Mitchell - Photographer: Wendy Witt - Content: Crystal Mzhickteno





HAPPY HOLIDAYS TO THE MESKWAKI COMMUNITY FROM THE CHAIRMAN

First, I would like to thank the council members who have dedicated so much of their own time to maintain the welfare of the Meskwaki community. Their efforts do not go unnoticed with the work sessions, council meetings and difficult decisions they make. I would like to encourage the continued teamwork with the community leaders as we carry the forward momentum into the New Year. Working together creates progress for the community and helps with the overall morale. In addition, I would like to encourage neighbors and family to pay special attention to our elders during the cold months for example shoveling snow, etc. I appreciate your efforts if you're doing so already.

Finally, let us encourage one another to do better. Positivity goes a long way and keeping each other positive is contagious. As always if you have a question or concern, please feel free to contact me at any time. I am here for you and to make the community better with your guidance. There are other council members that are also available for comments or concerns. Thank you for your time and attention.

~ Chairman, Vern Jefferson

IS THE DERECHO STILL IMPACTING YOUR LIFE?

We may be able to help.

¿LA TORMENTA EL DERECHO LE SIGUE AFECTANDO SU VIDA?

Nosotros podríamos ayudarle.

HOPE. DIGNITY. JUSTICE.

Call the Derecho Hotline: 1-877-469-2259

iowalegalaid.org

Meskwaki Tribal Council, along with the Attorney General's office would like to remind you about Iowa Legal Aid's assistance. They are providing legal help to those needing assistance from the Derecho storm. Please contact their helpline for information and assistance. 1-800-469-2259.

MOVING?

If you have recently moved, don't forget to update your mailing address with the Fiscal Office. The form can be found by calling (641) 484-4678 or by visiting the Meskwaki website at www.meskwaki.org.



Brought to the Meskwaki Community in partnership by Iowa Legal Aid and Meskwaki Tribal Court

FREE Legal Clinic
January 27, 2023
1:30 - 4:00pm

IOWA LEGAL AID attorneys will be at the Meskwaki Justice Center, 307 Meskwaki Rd., to assist with:

- Protection Orders
- Divorce
- Custody/Visitation
- Child Support
- Expungement
- Evictions
- Taxes
- Other: Small Claims, etc.

Sorry, NO CRIMINAL CASES are eligible

Do You Need FREE Legal Advice?

Attorneys will be here on-site at Tribal Court to provide legal consultation/advice, and could potentially result in representation.

APPOINTMENTS ARE PREFERRED ... Call 641-484-9300
Walk-ins are welcome also but first come, first served!

Iowa Legal Aid provides free legal assistance to low-income Iowans in civil (noncriminal) cases. Persons who need assistive devices or services (such as a sign language interpreter) should contact Iowa Legal Aid as much in advance as possible, by calling 1-800-532-1275.

HAPPY NEW YEAR FROM HISTORIC PRESERVATION

I would like to wish everyone reading this a Happy

New Year! It's amazing to see the year is now 2023 because I never imagined that I would still be walking the earth this long. As a child, I couldn't imagine that far down the road or believe I would still be here, or be a mother, a Koko or anything else that creator gave me to experience.

I am extremely grateful at this point in my life for all of the blessings, hardships and surprises I've encountered in my day to day life. I am also grateful for being born into our tribe, and feel extremely blessed that I can experience and learn from our Meskwaki culture.

The years go by and the older I get, the more I realize that we never stop learning, whether it be language, beading, gardening or any other aspect of living our lives. We just keep going forward and accumulate bits and pieces of our history and our traditions. All we can do is remain open minded and engaged with every aspect of our culture. I urge everyone to make a commitment to learning more Meskwaki language, or helping at our ceremonies, which can be helping the pallbearers, helping the cooks or planting a garden. The opportunity is there for all of us to do something to help retain our traditions.

One way to do this would be to come out to MNR on a Wednesday evening and see how we're working with cattails. At this time, our group remains focused on making cattail mats, which means either cleaning the cattails or sewing the cattails into a mat. Every meeting begins with a meal shared by all the participants and we follow the meal with work. Our sessions tend to last till around 9:00 pm when we start to clean up. Our group is still learning and our hope is to retain



this skill for our future generations.

How great would it be to see mat-covered wikiups in our community again? I believe this will happen but I can't predict when, I only know we are doing everything we can to make it a reality. This journey has taken us to different places as we've been invited to do presentations on our work at different colleges and even at an Indigenous conference in California. Our work has been included in The Sierra Club magazine as well as an upcoming edition of Iowa Art Council's "Voices of the Prairie" magazine, so the work we do is being recognized.

Retaining this part of our culture is important and we will continue to do our part in keeping it alive. The door remains open to any woman in our community to come learn about weaving plant fibers and be a part of the revitalization of this important art/skill.

As we start a new year of operation, I would like to recognize my co-workers here at the museum. Johnathan Buffalo is our Director and is present to educate our many guests and groups on the history of the Meskwaki Nation. His knowledge of Meskwaki history is significant and remains an important resource for the many people that visit our museum, where they can learn a more accurate story of the Meskwaki Nation.

Next is our Library

Resource Tech, Steven Kapayou. Steven has the task of converting all of our tribal images into digital files that will be safely stored for our community, and this is a never ending, as well as an important job.

Our museum has a staff of three people at this time, including myself and together we do our best to maintain our artifacts, and share our history not only with our community, but with the community outside of the Settlement.

We look forward to seeing more of you during the course of 2023. We also hope to have more learning opportunities through classes and guest speakers throughout the coming year. Again, Happy New Year everyone!

*Sincerely,
~ Mary Young Bear- Bonabiga*

CULTURAL DISCUSSIONS

HELD AT THE MESKWAKI SENIOR CENTER

Date	Topics
December 27, 2022	*Childbirth Customs *Women's Menses
January 17, 2023	*Meskwaki Storytelling *Gardening
February 21, 2023	*Return Feast *Ghost Feast

MESKWAKI COMMUNITY ENCOURAGED TO ATTEND!

Discussions are lead by the tribal aging community and cultural leaders. The cultural discussions will be held in safe and non-judgmental environment.

Meal: 5:30 p.m. Discussions: 6:00 p.m.

HEMP UPDATE

Hoat, Wabana netediso. My name is Kade Brown. I am the Hemp Farming Apprentice for Meskwaki Hemp Supply, Inc. I joined the hemp program in June 2022 after spending a year with Meskwaki Family Services. I wanted to join the hemp program because I previously had experience volunteering for the program back in 2020. I researched what hemp could be used for and was amazed about how many applications of hemp there were. I knew that the hemp program was relatively new for the tribe. I wanted to be a part of something that I believe can support the tribe in the present and future.

I learned how to properly take care of the hemp plants in ways that I did not think about before. I learned how to properly water the plants and ensure they were getting the nutrients they needed. I learned how to cut parts of the plants to make clones. Clones ensure that the plant can survive in its current environment by taking cuttings from a plant that have already been planted and doing well in the area.

I'm excited for the upcoming season because our state-of-the-art greenhouse will be completed and we can move our work into our new space. I had the opportunity to present about hemp and the program at the Career Awareness Fair for the Meskwaki Settlement School 7-12th graders. I also got to present at the general meeting for the tribe to inform the community what we do at Meskwaki Hemp Supply, Inc. My hope is that the tribe and/or state of Iowa will legalize cannabis and we will already have our foot in the door with our hemp program. Ketebi for reading.

~ Kade Brown - Hemp Farming Apprentice



REDUCED FEES AVAILABLE FOR INTERNET SERVICES

Meskwaki Information Technology would like to share information about a new federally funded government program that allows people to subsidize or in some cases pay for internet services. People living on Tribal Land can receive up to \$75/mo and people not on Tribal Land can get up to \$30/mo. There is also a program that will provide up to \$100 towards a computer purchase (laptop, tablet or desktop).

The information about the program and the application form are here: <https://www.affordableconnectivity.gov/>

GENERAL MANAGER ADDRESSES UPGRADES TO THE MESKWAKI BINGO CASINO HOTEL

At the December 14th membership meeting, questions regarding the timeline for the completion of the upgrades to the facility were addressed. I'd like to share my answers with those who could not attend.



1. **Hotel North Tower**
 - a. Estimated Completion Mid May 2023
2. **Hotel Lobby**
 - a. Estimated Completion September 2023
3. **Sport Book**
 - a. Estimated Opening April 2023
4. **Return to 24/7/365**
 - a. Targeting End May 2023

The graph right represents how the casino has performed over the last six years. Also listed are the high priority projects we are shepherding to completion. As you can see 2022 was a great year and casino operations can only achieve that type of result with the support and teamwork efforts of the Tribal Council and the Gaming Commission. Casino operations expects 2023 to equal the 2022 performance. This was some of the information shared at the membership meeting. Many questions were asked about casino operations. I listed a few with my responses.

Why do hosts take guests off-property for events dinners? We earn 80% of our revenue from 20% of our players. In Iowa and the surrounding States, it is VERY competitive especially for that top 20%. In the end, we ALL offer slots, live games, restaurants, beverage service, rooms etc. the ONLY thing that separates us from the competition is our employees and the service they provide that builds relationships and creates loyalty. Most VIPs belong to at least 4-5 other casino Players Clubs programs that send them offers, this group is VERY aggressively marketed to. So, when they are selecting Meskwaki and driving by the competition it's because of the relationships they have with our hosts.

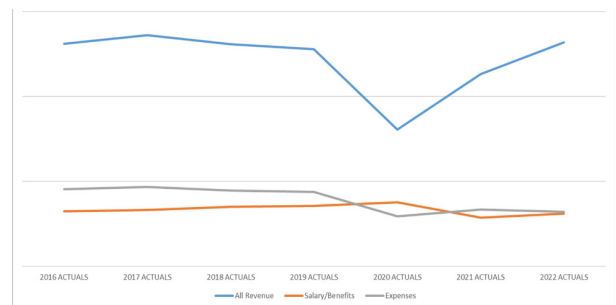
Can the poker room be used to expand the



number of slot machines? Yes, that is a great idea, and we'll dig into it. FYI, the trigger to add more slot machines is driven by many variables a couple of those are, popularity (machine's occupancy rate/and coin-in) and profitability (average win per unit per day/hold). Also, the average cost of a slot machine's is currently about \$20,000 per device and not all new machines perform well, so we are very cautious with selecting which new machine to bring in.

When will the Sports Book be open? If we get all the equipment delivered when expected, it should be open by the end of March or the first part of April. FYI, revenue is expected to be relatively modest. The press is fond of touting the amounts wagered not the house win. With Sports Books the win is notoriously low. One BIG issue is Meskwaki will NOT be allowed to offer mobile betting (like all the rest of the Sports Books in Iowa) so we will be at a competitive disadvantage right at the GitGo. Mobile betting will require Federal approval and optimistically that is not expected anytime soon.

Why was the tribal archival department left out of the lobby makeover planning? That was entirely my fault and I apologize. A couple things happened simultaneously, the previous GM left for retirement and the AGM left unexpectedly and the contractor needed to remove the domed skylight. I neglected to bring in the museum until almost the last minute. Entirely my fault, but I am working



to ensure that the archival department is included in the lobby remodel planning moving forward. My sincerest apologies to all those my oversight offended.

When are you planning for the casino to stay open 24/7/365? The plan is for us to restart 24/7/365 at or near Memorial Day 2023 (May 29). We are targeting that date because that is the usual seasonal increase in business activities. The plan will be contingent on operations ability to attract and hire 30 or so new team members in a relatively tough employment environment.

Why doesn't the casino offer more weekday promotions, car giveaways events to draw larger crowds, reopen the RV Park? Large crowds do not translate into more revenue. If the pandemic taught us anything it's casinos can no longer afford to "be everything, for everyone". Some business units and services that weren't profitable haven't been reopened. Those entities bleed money and don't contribute enough ancillary revenue to justify their operation. As stated previously, 80% of revenue is derived from 20% of the players so marketing plans are now built

Continued on next page.

focusing on how to generate more trips from the top players. Midweek marketing programs are limited to "earn and get" promotions, like point multipliers nights etc.

Why doesn't the casino allow players to use their points for gas purchases at the Meskwaki Travel Center? This is a wonderful idea that I've used at other properties. Currently, our top VIPs earn gas discounts based on their play. A system that will allow VIPs to use their players club cards using their comp points exists but requires technology we do not currently have. We will look at getting the necessary tech to allow this. It is NOT an easy fix and won't happen soon because of everything else going on.

On Behalf of the Casino Employees, we wish everyone a very Merry Christmas and Happy New Year!

~ Scott Sirois, General Manager MBCH



Committee Members Needed

HOUSING COMMITTEE SEEKS VOLUNTEER

Housing Committee members help carry out Meskwaki Housing Program Policies and Procedures by reviewing applications, recommending approvals, reviewing and recommending requests for home additions, and recommending terminations of housing assignments when necessary. The committee currently has a vacancy. Committee members serve 2 year terms.

Interested individuals should write a letter to Tribal Council asking to be considered for inclusion to any of the committees listed below and should drop off the letter to the Tribal Center in care of Tonya Bear, Interim Executive Director, or mail to: 349 Meskwaki Road, Tama, IA 52339.

APPRENTICESHIP



A NOTE ABOUT HEATING YOUR HOME

Yes, this is winter in Iowa. We all will experience temperatures and wind speeds that our homes' heating systems are NOT designed for, such as -20 to -25-degree air temperatures with wind chills into -30 and up to -40+.

If properly designed and installed, these heating systems are sized to operate with a 0 degrees outdoor air temperature with a 70 degree indoor air temperature.

Newer homes may struggle to maintain temperature at -20 degrees, and older homes will probably NOT maintain temperature and the temperature may drop while the heating system is working at full capacity.

When the forecast is for these extreme conditions:

1. Please raise the temperature in your home, 2 to 4 degrees above your normal setting.
2. Take all programmable thermostats out of setback mode and set on a permanent HOLD.
3. If you have a furnace; check/replace the filter.
4. Keep attached garage doors closed.
5. Limit opening exterior doors.
6. Make sure air vents, registers, and radiators are not blocked or obstructed.
7. If you have a 90%+ furnace or boiler: You must keep the intake and exhaust clear of ice and snow. During these cold temperatures, ice can build up. A 90%+ furnace or boiler has two white PVC (plastic) pipes; an exhaust pipe

and an intake pipe that are generally on the side or back of your home. In some instances, they are on your roof, do NOT go on your roof to clear the pipe.

If the temperature in your home is dropping and you have HOT air coming out of your vents with furnaces DO NOT PANIC. Please make sure that your heating system continues to operate.

If the temperatures drop in your home, IT MAY NOT BE ABLE TO RECOVER until temperatures rise and the wind diminishes. Our heating systems cannot overcome temperatures of -20 to -30 with wind chill up to -40+. Put your thermostat on hold at 70 degrees or higher.

To help minimize temperature loss you can boil water, make soup, or stews; they help introduce humidity and warmer temperatures into your home. DO NOT USE YOUR OVEN or a GRILL TO HEAT YOUR HOME.

Please check on neighbors and elderly residents during these extreme temperatures. Stay warm and safe this period of time and share this message with any of your family and friends.

The key is do NOT panic with slowly falling temps inside your home if you have heat coming out of your registers. It is probably doing all it can.

If temperatures fall rapidly in your home, call a professional right away.

We're going to get through this, we're Iowa tough. The steps above will help make sure your furnace gets through it too.

~ Randy Lowe, Lead Instructor - HVAC Program

CASINO HOUSE EDGE

Dear Dr. Per Cap:

The other day a friend sent me a Zoom invite for a meeting that was advertised as a "financial opportunity". What unfolded was something that appeared to be a pitch to get me to sign on as a financial services agent. Everyone in the meeting was Native and many said they've made a lot of money helping other Native people realize their financial dreams using indexed accounts. It all felt really sketch. Is this a scam?

Signed,
Tired of Zoom

Dear Zoomer,

I don't know off hand but it sounds shady as an oak tree. What you experienced was most likely a solicitation from a multi-level marketing business aka MLM.

MLM's have been around for years. You're probably familiar with companies like Avon, Mary Kay, Amway, Scentsy, and Herbalife that sell their products directly to consumers through sales agents or associates. Usually the associate relies on a personal network of friends, relatives, and acquaintances as customers. Often the products are legit but nothing special. Like cosmetics, household products, and vitamins that you can just as easily buy in a store or online, often at a lower price too.

However, what makes an MLM very different from a traditional distributor or retail business is the sales model. MLM's make most of their profits by recruiting as many sales associates as possible.

So there's always a push for MLM associates to not only sell products but also sign other people up to become associates too. That's why MLM's have a reputation for being pushy to the point of predatory. For every new associate

that signs up, the associate who signed them up and everyone else up the chain gets a cut of the newbie's sales.

Think of a pyramid with a bunch of sales people at different levels. Those on top can make money, but sadly many people who join an MLM don't make much money for the amount of work required. Or worse yet they lose money on all of the products they might have to buy upfront as well as fees and expenses.

Financial services are sometimes sold using an MLM model. One product they might offer is something called a variable life annuity which can be referred to as an indexed account. What they are is a type of life insurance that can also be used as a way to save for retirement. Unfortunately, how variable annuities actually work is often difficult to understand. They can also be very expensive and not well suited for an average person's insurance or investing needs.

Adding to the confusion is the fact that it's very easy in many states to become licensed to sell life insurance. In New Mexico for example, a person just needs to pass a test, submit fingerprints, and pay some pretty light fees. That's it – no actual experience working with insurance required.

I'd definitely stay far away from this company who found you on Zoom because I can't think of a worse option than an MLM to purchase life insurance or get into the insurance business. What I will endorse though is the idea of Natives supporting other Natives. Let's all just try a little harder to engage with each other without taking advantage.

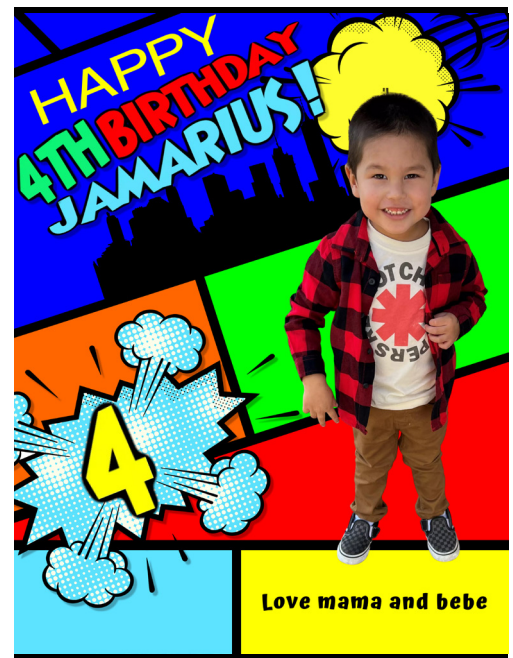
AskDr. Per Cap is a program funded by First Nations Development Institute with assistance from the FINRA Investor Education Foundation and submitted by the Meskwaki Financial Planning Committee. For more information, visit www.firstnations.org. To send a question to Dr. Per Cap, email askdrpercap@firstnations.org.

PROMOTING TRIBAL ECONOMY AND COMMUNITY (PTEC)

The Promoting Tribal Economy and Community (PTEC) program ended the season on December 2, 2022, with three successful participants completing. Ann Lasley accepted a full time position with Red Earth Gardens and is now fully immersed in the promotion of healthy produce and eggs at the farm. Vestana Lasley is now employed full time as well, after having accepted a position at the school. Donica Wanatee continued to assist the Ancestral Farm Manager and the Youth Education Coordinator with Food Sovereignty duties and activities up until December, and is now dedicating the majority of her time at the moment to her commitment to the community through her elected position.

PTEC will be starting to plan for the next season soon. You can expect to see flyers describing the program, and when you can apply for the upcoming season. Keep an eye out for details!

~ Stephanie BadSoldier Snow
Education Coordinator





HIGHER ED VISITS U OF I

On Thursday, December 8th, twenty-four 7th and 8th graders from Meskwaki Settlement School and South Tama Middle School attended a Meskwaki Higher Education Program visit to the University of Iowa. Students visited the Latino Native American Culture Center (LNACC), where Center Coordinator, Isabela Flores shared about the history of the Center and the significance the LNACC holds for Native students on campus. While at the LNACC, students also learned about the Iowa First Nations summer program, which provides Native American high school students the opportunity to live on campus, experience the university setting, learn more about Native American culture and gain an appreciation for the variety of opportunities available at the University of Iowa.

After spending time at the LNACC, students walked to Hillcrest dining center for supper and heard from a panel of Meskwaki and Native students currently attending the University of Iowa. Panelists were (photo, left to right): Desmond Kapayou, Piper Eagle, Queta Wanatee Diego, Zoe Buffalo and Abigail Buffalo. The visit was concluded by attending the Iowa versus Iowa State men's basketball game.

The Meskwaki Higher Education Program held its first of two 'Fill Out the FAFSA Night', on December 7th. The second will be held in the early spring. MHEP staff is available year-round to assist with the FAFSA. Anyone that would like assistance filling out the online FAFSA form may contact the Higher Education Program to schedule an appointment to do so.



DIABETES PATIENTS CAN NOW ACCESS TRIBALFITT

The diabetes program announces a new enhancement to our diabetes program - an online platform and mobile app that will provide extensive resources and tools at your fingertips. And, you can earn prizes for participating!

There is so much you can do, but here are just a few:

- Participate in fun challenges with your peers,
- Access Sweat Factor exercise videos,

- Watch well-being videos taught by experts in their field, and
- Take online courses.

These resources are designed to help you live your best life with a focus on physical health, financial well-being, and social/emotional health. Patients with diabetes or prediabetic patients please give me a call at 641-484-4094 to get signed up for the Meskwaki TribalFITT app. If you have any questions call me at the clinic to learn more.

~ Chris Alamo, Diabetes Project Coordinator



ATTENTION MESKWAKI BEHAVIORAL HEALTH SERVICES CLIENTS:

GROUP THERAPY

MONDAY - THURSDAY
1:30PM - 3:30PM

TRANSPORT AVAILABLE

REGISTER BY 10:30AM
(641) 484-9482



ABOUT CERVICAL CANCER

In the US, nearly 13,000 women are diagnosed with cervical cancer annually. Unfortunately, of those women who are diagnosed, almost 4,000 will die as a result of the disease. January is Cervical Cancer Awareness Month and your healthcare providers would like to give you some information about the disease and educate you on ways to keep yourself and your female family members and friends healthy.

Cervical cancer is a disease in which cancer cells arise in the cervix, which is the lower end of the uterus. When these cells begin to grow and duplicate rapidly, they crowd normal, healthy cells and this makes it hard for the body to function normally.

According to the World Health Organization, almost all (99%) are linked to high-risk human papillomaviruses (HPV), which are a group of extremely common viruses that are transmitted through sexual contact. Although most infections with HPV resolve on their own, without causing symptoms, a persistent infection can lead to cervical cancer. American Indian and Alaskan Native women have the highest rates of HPV associated cancer, which is what makes prevention and screening so important.

Sadly, Native communities are disproportionately affected by cervical cancer. In fact, American Indian and Alaskan Native women are almost twice as likely to develop the disease, and four times as likely to die from it, when compared to Caucasian women. When cervical cancer is detected early and managed effectively, it is one of the most successfully treatable forms of cancer. Unfortunately, Native women are often diagnosed in the later stages of the disease, which makes successful treatment and cure more difficult.

Prevention of HPV is the first step in decreasing

the cases of cervical cancer. The HPV vaccine is recommended for everyone ages 9-26 to protect against infection with HPV, which leads to nine out of ten cervical cancers. The HPV vaccine can prevent infection with the types of HPV that cause 90% of these cancer diagnoses.

Screening for cervical cell changes is also incredibly important. Pap smears are a test that is performed during your annual pelvic exam and it looks for cell changes on the cervix. Having your annual exam with a Pap smear is the best way to find pre-cancerous cells or cervical cancer. It is recommended that those women younger than age 30 have a Pap smear every three years, while those age 30-65 have a Pap smear alone every 3 years or in conjunction with an HPV test every 5 years.

Remember, cervical cancer can be prevented by having your children vaccinated as early as age 9 and is curable when it is found in the early stages, so regular screening tests are important. No one should suffer from cervical cancer, so be sure to do what you can to protect your children, yourself, and all other women in your life. HPV vaccines and regular screening for cervical cancer saves lives!

Please call the clinic with any questions or concerns you have. As always, we are here to help with any of your health needs.

~ Sara Augspurger, RN

WELLNESS CENTER

Hours of Operation:

Monday through Friday
6:00 am – 9:30 pm

Saturday
8:00 am – 4:30 pm

Sunday
9:00 am – 2:00 pm



GET FIT in 2023...

SETTFIT SCHEDULED TO BEGIN FEBRUARY 13!

We're excited to see everyone begin/continue their fitness journey by joining us for our Winter SettFit Challenge!

WEIGH-INS

Weigh-ins will be Monday, February 6th through Friday, **February 10th**.

CHALLENGE BEGINS

Then beginning Monday, **February 13th**, track your weight, join us for workouts, get tips on healthy eating, and have some FUN during the challenge!

CHANCES TO WIN

The challenge will end on Friday, **April 14th**. Along the way, you'll have chances to WIN prizes and improve your health. Look for more information coming soon. Join our SettFit Facebook Group at:

<https://www.facebook.com/groups/345146646038745>

or scan the barcode below with your phone.

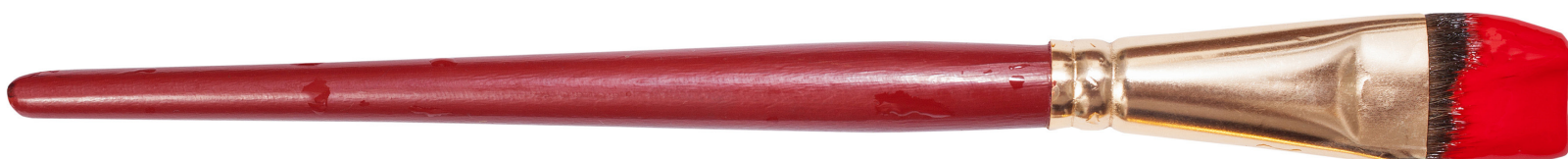


For those without Facebook, look for more information to follow on our webpage at: <https://www.meskwaki.org/wellness-center/>

Holiday Painting



On December 14th and 20th the Meskwaki Diabetes program hosted holiday painting sessions with Messy Missy. The artists enjoyed refreshments while creating a festive holiday scene with acrylic paint on canvas.





ADDICTION + RECOVERY DURING WINTER

With shorter days and colder weather, winter can be a challenging time for everyone, but it can be extra difficult for individuals that are in recovery from an addiction. Drug and alcohol cravings can be triggered by being at holiday parties or gatherings where drinking or using may be present. The unfavorable weather can make it challenging to go outside which can make an individual feel isolated from positive supports + positive activities. Seasonal affective disorder (SAD) can also be triggered during this time of year and that can make us feel unmotivated, discontent, irritable, depressed, and tired. All of these things can make it more likely for an individual to relapse, but by learning to recognize these changes, individuals can continue their recovery through the winter by finding what works best for them.

Self-care is so important during this time of year and remembering to focus on the importance behind your recovery. Making time for yourself to do what you enjoy is important and ok! Additionally it can be helpful to stay connected with others, to continue doing what has been helping you so far (groups, counseling, spiritual practices, etc.), finding sober activities to participate in, and knowing

the resources that exist if you need additional support. Another thing to keep in mind is sobriety fatigue, which is the overall exhaustion that can be felt as a result of the emotional and physical stress of staying sober. If you experience this it's good to remember its normal and a great time to connect with your support network.

Meskwaki Behavioral Health Services is available if you have any additional questions or are seeking support during this time. Hours of service are M-F 8:00am-4:30pm and the phone number to contact us is: 641.484.9482.

~ Stephanie Whitney, MA, CADC, CTP
Substance Abuse Counselor
Meskwaki Behavioral Health Services

**SAVE
THE
DATE**

DIABETES BINGO

Jan. 9 @ 12:30 PM
Meskwaki Health Clinic

MEDTRONIC VISITS

Jan. 5, 12, 19 & 26
Mary Beth from Medtronic will be at the clinic from 9am to 1pm to discuss insulin pumps and talk with patients that are using them. Please call the clinic to schedule a visit with her.

DIABETES JVN DAY

Jan. 10 & 24
Schedule to have your Joslin Vision Network (JVN) done this day. JVN is an innovative retinal imaging device designed to detect vision problems early on. Call Chris at the clinic to see if you qualify to be seen on one of these days.

DIABETES BINGO

Jan. 23 @ 12:30 PM
Meskwaki Health Clinic

**To sign up, call
Chris Alamo at
(641) 484-4094.**

DRUG AND ALCOHOL FREE SERVICE

Meskwaki Health Clinic Transport

Tatum will be available to transport anyone during the week days, Monday through Friday, from 8:00 a.m. until 4:30 p.m., to and from any grocery runs, Walmart, bank, etc.

...
Non-medical transports only.

Contact Tatum to set up a time at (641) 481-5067 or
(641) 484-4094 ext. 9410.

Meskwaki Health Clinic Transport staff reserve the right to refuse service to certain locations and/or establishments due to safety concerns.

NEED A RIDE?

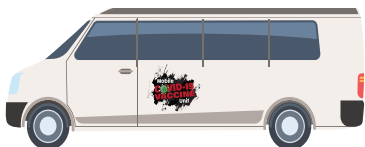
Transportation is available for qualifying visits to the Health Clinic and other medical transports. Call the numbers below for info:

Medical Transportation: (641) 484-9419

Medication Deliveries: (641) 484-9451

Behavioral Health Transport: (641) 484-9487

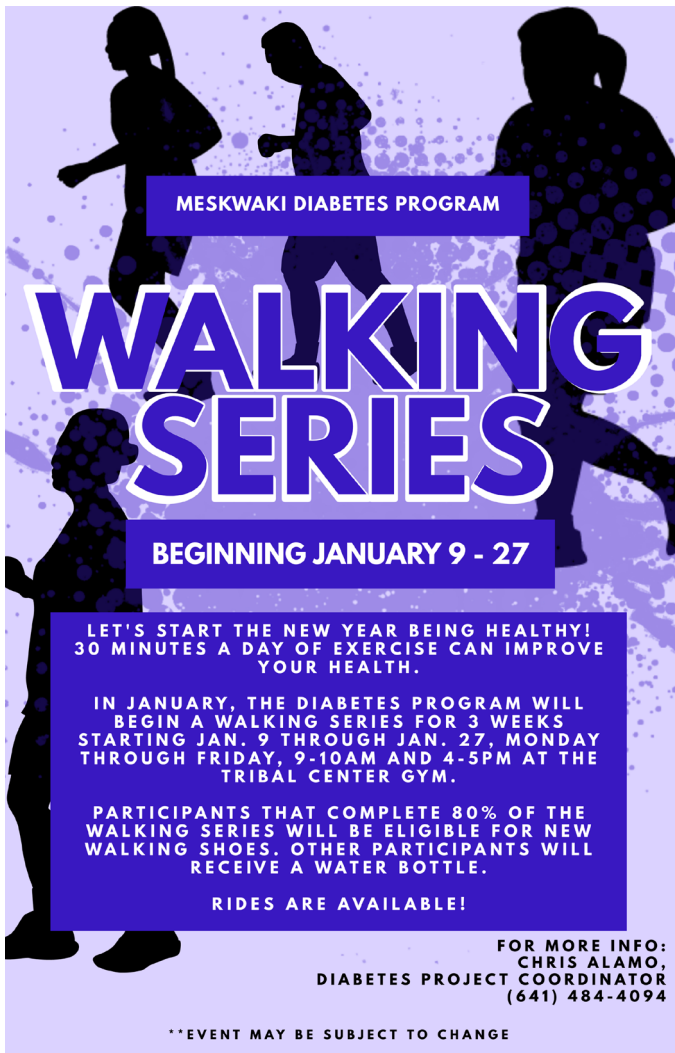
Non-Medical Transport: (641) 484-9410



Give your feet a good treat by not skipping a beat! Go see your local Podiatrist today.



The Meskwaki Health Clinic has many services to help you manage your diabetes, and one of them is by having a Podiatrist available to all patients. Dr. McMurray is in the office two Wednesdays out of each month from 8:00am- 2:30pm. For individuals who have diabetes it is extremely important to take care of your feet to prevent problems from developing. For more information or to schedule an appointment call 641-484-4094.



MESKWAKI DIABETES PROGRAM

WALKING SERIES

BEGINNING JANUARY 9 - 27

LET'S START THE NEW YEAR BEING HEALTHY!
30 MINUTES A DAY OF EXERCISE CAN IMPROVE YOUR HEALTH.

IN JANUARY, THE DIABETES PROGRAM WILL BEGIN A WALKING SERIES FOR 3 WEEKS STARTING JAN. 9 THROUGH JAN. 27, MONDAY THROUGH FRIDAY, 9-10AM AND 4-5PM AT THE TRIBAL CENTER GYM.

PARTICIPANTS THAT COMPLETE 80% OF THE WALKING SERIES WILL BE ELIGIBLE FOR NEW WALKING SHOES. OTHER PARTICIPANTS WILL RECEIVE A WATER BOTTLE.

RIDES ARE AVAILABLE!

FOR MORE INFO:
CHRIS ALAMO,
DIABETES PROJECT COORDINATOR
(641) 484-4094

****EVENT MAY BE SUBJECT TO CHANGE**

ORDER FREE COVID TEST BY MAIL

Due to the high number of COVID infections, the White House is once again offering free COVID tests by mail. To order yours, go to: <https://www.covid.gov/tests>



GET THE HPV VACCINE AND YOU CAN PREVENT:

- cervical cancer, penile cancer, vaginal cancer, vulvar cancer, anal cancer, throat cancer, genital warts.

HPV VAX NOW

ATTENTION MEDICARE REIMBURSEMENT RECIPIENTS - THE HEALTH CLINIC NEEDS A COPY OF YOUR SOCIAL SECURITY 2023 BENEFIT LETTER

Those who receive Medicare reimbursements need to bring the Social Security 2023 Benefit Letter that was mailed to them from the Social Security Office in to the Benefits Coordinators (Tamela Davenport or Amanda Hauser) at the Meskwaki Health Clinic.

If the Benefits Coordinators do not get your letter, you will not receive the new benefit payment amount for the 2023 year and you will not be eligible to receive retro payments.

If you have any questions please call the Health Clinic to speak with Tamela or Amanda at (641) 484-4094.

MESKWAKI HEALTH CLINIC TO RESUME COVID-19 PROTOCOLS

Effective immediately, all Health Clinic patients and visitors will be asked to wear a face mask while inside the building.

Masks must be worn regardless of reason for the appointment and regardless of whether a person has symptoms or not. *This does also include patrons of the pharmacy.

With the upcoming holidays, the cold and flu season in full effect, the Meskwaki Tribal Health Clinic will resume taking safety precautions and enforcing COVID-19 protocols to help prevent the spread of the various illnesses that have been spreading throughout the community.

~Meskwaki Tribal Health Clinic

WEAR A MASK



MASKS ARE REQUIRED

WHEN ENTERING AND VISITING THE CLINIC

For the protection of yourself and our staff - it is required you wear a mask upon entering the clinic.



Shop With A Cop 2022





MESKWAKI NATION CHILD SUPPORT SERVICES (MNCSS)



Our Mission is to empower our families:

By promoting the sacredness of our children,

By reaffirming the shared responsibility of parenting, and

By honoring the traditions of the Tribe.

MNCSS will provide a collaborative platform to address child support matters in an environment of respect, honesty, humility and compassion.

Our Vision is for healthy children who are strengthened by the consistent Emotional, Physical, Educational, Social, Spiritual, Cultural, and Financial Support Of their Parents and the Meskwaki Tribal Community.

ARE YOU INTERESTED IN MODIFYING YOUR CURRENT SUPPORT ORDER?

Please see the criteria below to see if you would qualify:

1. The child support obligation has not been reviewed for 12 months
2. There has been a 25% variance in one party's income since the last order
3. There is a change in the number of children included in the child support order (birth, emancipation, adoption, marriage, etc)
4. Undue hardship due to health or other unexpected circumstances

It is your responsibility to inform MNCSS of any changes in contact information or custody changes. Please contact our office to update information regarding your case at (641)-484-9301.

If you are interested in Direct Deposit Please call our Financial Specialist Sherrie Marland at (641)-484-9301.



MNCSS is currently located at South Farm

1834 340th St, Tama IA 52339

Mailing address: PO Box 36, Tama IA 52339

Phone: 641-484-9301; Fax: 641-484-4978

NEWS FROM RISE

Hoat ! I hope the holiday season was a great and memorable one!

For us, the month of December began with warm sunny weather, as we went to Palm Springs, California for training and professional development. For 5 days, we attended the 17th National Indian Nations Conference. The event focused on the unique needs of Native American and Alaska Native victims of crime. Those that attended included victim service providers, like ourselves, law enforcement officials, prosecutors, judges, and medical and mental health professionals.

I would also like to express my gratitude to a number of vendors that we do business with, of whom provide

supplies for our program. We are thankful for these relationships, and invite you to learn more about them:

Located in Grinnell, Factory Direct Mattress, offers our organization mattresses, box springs, and bed frames at a fair and affordable price. They are a family-owned business that treats customers with courtesy and respect.

From Taos, New Mexico, Bison Star Naturals is a native-owned family business. We purchase various personal care items such as soaps and lotions from them. All of which are made from locally harvested plants.

Another native-owned family business



It takes just one call or one text message to make the difference.

The COURAGE to do so will ALWAYS be worth it.

WWW.MESKWAKI.ORG/RISE

from Pine Ridge Reservation is Native Botanicals, of whom we purchase essential oils and herbal salves. These products are also made from locally harvested medicines.

These products assist in bringing comfort and healing for our clients.

~ Jourdan Reynolds (Choi)



THE LANGUAGE OF RESILIENCE

Resilience is about bouncing back from challenges and recovering from setbacks. Ideally, the obstacles in our life prepare us to be stronger, finer human beings.

Although we'd like to protect our children from what might hurt them, we don't always have that option. The best we can do is prepare them to handle life even when it gets tough. We have an opportunity to do so as we raise them. At times that means setting aside our instinctual needs to protect them from momentary challenges, and to instead choose a strategy that prepares them for the future.

Actions and Words Work Together

There are many ingredients that go into building resilience in our young people. Our actions and presence reinforce our words.

- When we prepare our children with the skill-sets to navigate the world, rather than hover over them or jump in to solve their problems for them, we build resilience.
- When we model positive coping strategies in the face of our own challenges, our teens watch and learn healthy ways to manage their own stress. Our actions sometimes speak louder than our words.
- When we stand beside our children unconditionally, they gain the deeply-rooted security that will allow them to withstand life's curveballs. The most protective force in their lives is our unwavering, reliable presence.

Words also matter. With our words, we express what we really think about young people.

Words Express How We Think

Words also matter. With our words, we express what we really think about young people. Our words can

express that we think our tweens and teens are vulnerable. Fragile. Incapable. Or, our words can state that we think they are safe. Strong. Capable.

- When we say to young people, "Let me help you with that," we communicate "I don't think you can do it on your own." On the other hand, when we encourage them to try new things, even if they may fail, we send the message that they are capable, wise, and able to grow from mistakes.
- When we say, "It's not that bad," we risk belittling the situation. Rather, we want our children to know the problem is real, that they'll be able to handle it, and that we are there to support them to do so.
- When we jump in with proposed solutions, we deny our adolescents the space to come up with their own ideas. On the other hand, when we listen to them and let them bounce ideas off of us, we give them the opportunity to think through different strategies.
- When we lecture our children, they cannot grasp the meaning of what we are trying to get across. Lectures are too abstract; they have too many ideas strung together for young people to follow. They may express our anger and condescension, making them hard to hear. They may imply we think teens can't figure things out on their own. But when we engage them in conversations broken into digestible pieces, we guide them to arrive at their own conclusions and generate their own solutions. They gain confidence in their ability to handle challenges.
- When our frustrations or worries drive our words, we express hopelessness or fear and may generate anxiety in our teens. This may prevent them from having the calm, settled minds that they need to best problem solve. Instead, when we remain calm, we

We need you! As an integral part of the community we need your knowledge, traditions, experience to help families come together for the children!

Meskwaki Elders Circle Meeting

When: January 24th, 2022

Time: 4:30pm-5:30pm

Where: 1834 340th St Tama, IA 52339

Transportation available if needed!
Please call 641-484-9313!



model how to think most clearly, and can help guide them towards wise decisions.

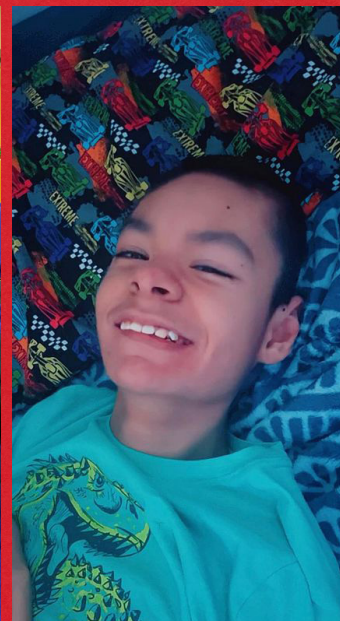
What to Say (and Avoid) to Build Teen Resilience

Sometimes finding the right words is hard — especially when responding to emotions our teens are dealing with. You can build teens' resilience by re-framing the way you respond to common situations.

What better way to prepare our teens to be successful adults than to support their developing resilience? Resilient people handle adversity well. They get the most out of life in good times and they thrive in the long-term.

Ginsburg, Ken. "The Language of Resilience." Center for Parent and Teen Communication, 10 Oct. 2019, <https://parentandteen.com/language-of-resilience/>.





Everyone's favorite 12 year old, Braedy Gritman, recently underwent back surgery to repair his spine. Staffers all wore purple in honor on surgery day. Current reports indicate Braedy is doing great. Keep it up, Braedy!



Above, community members participate in a Holiday Craft Bazaar. Below and left, Tribal Offices held a Holiday Decorating contest.



SENIOR SERVICES UPDATES

We are making progress! The Meskwaki Senior Center has passed a food inspection! This means our Food Service team is doing a great job in the kitchen with food handling, food storage, food illness prevention and more. We are happy to report Alexis Walker, Lead Food Service, is now certified as the Food Protection Manager and she is also receiving recommended training by NATIFS, North American Traditional Indigenous Food Systems. Be on the lookout for more nutritious and delicious improvements in our lunches.

As a means to be a stronger elder advocate, Christina Blackcloud, Senior Services Director, has received Dependent Adult Abuse Mandatory Reporter Training. Christina is also a Notary Public and will notarize documents, free of charge, for seniors.

Any senior (55+) can stop by the Senior Food Pantry. We have can goods, dry goods, and buffalo meat. We appreciate the support and donations for the food pantry. Special recognition of thank you to the Meskwaki Bingo Casino and Hotel, Meskwaki Health Clinic, Red Earth Gardens, and Meskwaki Natural Resources for the generous donations.

The Meskwaki Community is invited to learn more about dementia. In partnership with NEI3A (Northeast Iowa Area Agency on Aging), there will be a one hour Dementia Friends Session at the Meskwaki Senior Center. A home cooked meal will be provided. Although it's not necessary, please contact the senior center to inform if you are able to make it. An estimate will ensure there is enough food for everyone.

JANUARY SENIOR ACTIVITIES

Craft Club on Wednesdays 9-10am.

Senior Wellness on Monday, Wednesday & Fridays.

01/04 – Coffee & Culture

01/05 – Noon Guest Speaker: Amanda Hauser; Meskwaki Health Benefits Coordinator

01/09 – Dementia Friends Session @ 5pm; Meal provided

01/12 Elders Meeting

01/16 – Bone Dice Tournament

01/17 – Cultural Discussion

01/23 - Darts

01/26 – Birthday Meal

01/31 - Bingo



Join a growing movement of people like you who are helping fellow community members live with dementia.

You can become a Dementia Friend by attending a one-hour informational session to learn about living with dementia and the simple things you can do to support someone living with dementia.

What Happens at the Information Session?

This one-hour session is a session led by Dementia Friends Champion Linda Reardon-Lowry MBA, MAE. You'll learn some basics of dementia such as what dementia is, how it can affect a person, some tips for communicating with people who have dementia, and other ways to support people with dementia.

Free & Open to the Community!

Date: Monday, January 9th

Time: 5pm

Location: Meskwaki Senior Services
(301 Meskwaki Rd. Tama, IA)

*Homecooked meal provided by Meskwaki Senior Services



Become a Dementia Friend!

Supported by:





Highlights from the Meskwaki Settlement School during December included a PRIDE assembly, shown above, and below the Dance-versity group traveled across Iowa to share their culture with their students during Native American Heritage month. Great job, kids!





Winter Extravaganza

On December 14 the Meskwaki Settlement School held their Winter Extravaganza music concert. Kindergarten through 4th grade sang jolly songs followed by the 5th/6th grade and 7-12th grade bands. At the end of the concert, everyone sang "We Wish You a Merry Christmas" for Braedy.



To Apply visit our website: <https://www.meskwaki.com/employment> and click on Meskwaki Career Center!

Make *MESKWAKI BINGO CASINO HOTEL* your future employer! We've made some changes\$!!



BINGO CASHIER FT or PT \$13.25 hourly. Must be at least 18 years of age.

BUFFET CASHIER FT \$13.00 hourly. Must be at least 18 years of age.

BUSINESS DATA ANALYST FT \$DOQ Salary. Bachelor's degree in business, computer science, mathematics, or similar field; or six years of demonstrable progressive experience in a related role required. Master's degree in related field preferred.

CAGE CASHIER FT \$15.00 hourly. Requires a High School diploma or GED and at least 18 years of age.

CCS SHIFT SUPERVISOR FT \$16.00 hourly. Requires a High School diploma or GED. One year housekeeping experience required, and 6 months of supervisory experience required.

COOK/CASHIER FT \$13.00 hourly. Must be at least 18 years of age or older.

COUNT/DROP TEAM MEMBER \$15.00 hourly. Requires a High School diploma or GED and at least 18 years of age.

GENERAL MAINTENANCE WORKER FT \$15.00 hourly. Requires certificate of training or one (1) year work experience in relevant field. Must have be able to comprehend and follow literature regarding proper installation & maintenance of equipment, tools, & devices. SS

HOUSEKEEPING SUPERVISOR FT \$16.00 hourly. Requires a High School diploma or GED. Two years of supervisory experience required.

INFORMATION SUPPORT SPECIALIST I FT \$Dependent on Qualifications/Salary. Requires a degree in Computer Science or relevant field of study, with an emphasis in computer systems. In the absence of a degree, 2 years' experience in Computer Science or relevant field of study, with an emphasis in computer systems will be required.

PBX OPERATOR/RESERVATIONIST PT Less than 20 hours \$13.00. Requires a High School diploma or GED. One year office or related experience.

SECURITY EMT FT \$17.00 hourly. High School Diploma/GED preferred. Certified Iowa EMT or current Registered Nurse. SS

SECURITY OFFICER FT \$14.00 hourly. High school diploma/GED preferred. 18 years of age and older. SS

SLOT SHIFT SUPERVOR FT \$18.00 hourly. High school diploma/GED. Four years Slot Attendant experience.

SLOT TECHNICIAN FT \$16.50 hourly. High school diploma/GED and 18 years of age.

BANQUET SERVER FT \$9.00 per hour with tips (tips may vary). Must be 18 years of age.

CASINO CLEANING PORTER FT \$13.00 hourly. Must be at least 18 years of age.

DISHWASHER FT \$13.00 hourly.

EQUIPMENT CREW FT \$14.00 hourly. Must be at least 18 years of age.

GROUNDSCOOPER FT \$13.50 hourly. Requires a High School diploma or GED and 18 years of age. SS

GUEST ROOM ATTENDANT FT Up to \$14.00 per hour includes room incentive (\$11.00 per hour + \$3.00 per standard rm/\$4.00 per Suite).

LAUNDRY WORKER FT \$13.00 hourly. Must be at least 18 years of age.

Requirements: **Pre-Employment Drug Screen Required and Gaming Commission License Background Interview.** Hourly Shift differential – Swing 2nd shift \$1.00, Grave 3rd shift \$1.00. Native American preference policy applies to all positions. Call 641.484.1575/1438 for more information. SS indicates a Safety Sensitive position. 12.29.2022

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.)

Community Engagement Assistant

Workforce Development/Food Sovereignty

This CEA will provide assistance to food sovereignty and workforce development to implement community-based programs and outreach.

DUTIES & RESPONSIBILITIES:

- Collaborate and support department staff to carry out community-based programs for food sovereignty and workforce development.
- Assist with community outreach activities, incorporating the Meskwaki language, as appropriate
- Collaborate with the Ancestral Farm Manager, Instructional Farm Manager, and the Youth Education Coordinator with the annual community-based gardening project and annual seed/transplant giveaway. Assist with managing the community gardens (East, West, Elders, and School).
- Oversee communication and ensure visibility of MFS through newsletter articles, press releases, and social media content.
- Provide assistance with updating the food sovereignty strategic plan biennial along with Ancestral Farm Manager, Instructional Farm Manager, and the Youth Education Coordinator
- Assist with the development of food policies and regulations that support the local food systems.
- Research and recommend grants to apply for that support program objectives.
- Develop and manage a community seed and resource library.
- Prepare program requisitions and invoices.
- Attend trainings, conferences, and workshops as directed or approved by the Director.

FOR FULL JOB DESCRIPTIONS GO TO:
WWW.MESKWAKI.ORG & CLICK ON "CAREERS"

Please submit your application/ resume and salary expectations to Human Resources in one of three ways:

1. Email: applications@meskwaki-nsn.gov
2. Online: <https://meskwaki.applicantpro.com/jobs>
3. Mail: **Sac & Fox Tribe of the Mississippi in Iowa**
349 Meskwaki Road
Tama, IA 52339

REQUIREMENTS:

- High School Diploma or equivalent (GED); Associates Degree preferred in public health, sociology, planning, agriculture, environmental science, or related field and two years of experience.
- Minimum of one-year experience in farm or food system/food sovereignty program development.
- Prefer prior grant writing and reporting experience.
- Experience working in positions that require effective communication and teamwork.
- Ability to speak in public and provide guidance on food and farming topics during administrative planning, community meetings and events.
- Knowledgeable and proficient in word processing, spreadsheet, internet, and email.
- Prefer a valid driver's license.
- Must be physically able to work outdoors.

SALARY: \$39,728 - \$56,264

POSITION OPEN UNTIL FILLED

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

General Dentist

Health

DUTIES & RESPONSIBILITIES:

- Provide routine dental services such as general restorative procedures, crown and bridge, removable prosthetics, endodontics, and oral surgery.
- Provide services with an understanding of medical diseases such as cancer, diabetes, and heart disease as they relate to the care and treatment of teeth.
- Read dental radiology to plan for patient needs.
- Administer anesthetics to patients.
- Supervision of dental staff.

- Assist in the development of dental policies and procedures for the dental office.
- Provide quality assurance and evaluation process to improve patient care and facilitate monitoring of program planning.
- Provide individual and family counseling, guidance, and health instruction to help patients to understand how to prevent disease and maintain good oral health.
- Documentation of patient procedures into electronic dental record.

REQUIREMENTS:

- Must be a Registered DDS or DMD in good standing with licensure board.
- Prefer one year experience in private or clinical practice.
- Must have current CPR and/or ACLS certification.
- Must have DEA certification and maintain at all times.
- Must submit and pass a federal background check.
- Prefer experience working with Native American populations.
- Prefer experience working with Electronic Dental Health records.
- Must be creative in approach to patient management and oral health education.
- Must adhere to confidentiality guidelines.

SALARY: \$129,563 - \$186,825

POSITION OPEN UNTIL FILLED

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

Human Resources Specialist

Human Resources

DUTIES & RESPONSIBILITIES:

- Prepare job postings announcements, update recruitment files, coordinate help wanted

EMPLOYMENT OPPORTUNITIES

advertising, respond to questions from applicants, schedule interviews, participate in interviews as requested, initiate background checks, reference checks, coordinate pre-employment testing and drug screening and lead new employee orientations. May extend employment offers and prepare hiring statistics.

- Assist departments in tracking FML usage each month, update leave tracking spreadsheet and monitor expiration of leave. Assist with FML eligibility determinations and preparing required FML paperwork and forms to ensure compliance.
- Respond to questions about policies, procedures and personnel issues. Interpret policies, research and resolve issues. May conduct policy research and assist the HR Director in drafting policies and procedures.
- Oversee performance evaluation system. Follow-up on late reviews and assist departments with tracking evaluation dates.
- Assists departments with compensation program needs. Work with supervisors to establish new positions and job reclassifications.
- Carry out various human resources programs for employees.
- Participate in developing department goals, and objectives
- Keep database up to date with employee information.
- Participate in benefits administration to include claims resolution, change reporting, and approving invoices for payment.
- Maintain, records, reports, and logs all information regarding applicant flow procedures.
- Complete projects that are assigned using efficiency in time and process.
- Participates in staff meetings and attends other meetings and seminars as required.
- Maintain the highest standards of confidentiality.
- Perform various project work and other duties as assigned.

REQUIREMENTS:

- Associate's Degree in Business, Human Resource Management or Liberal Arts. Four (4) years of Human Resource generalist or specialist experience required OR an equivalent combination of education and experience. One-year experience working in a Tribal organization preferred.
- Prefer Bachelor's Degree
- Prefer ability to speak or understand the Meskwaki language.
- Prefer PHR (Professional in Human Resources) and/or THRP (Tribal Human Resource Professional) certification, must be willing to obtain either certification within the first year of employment.

- Must have a driver's license with an insurable driving record.
- Must possess strong written and verbal communication skills.
- Be knowledgeable and proficient in P.C. word processing, spreadsheet, Internet and e-mail.
- Demonstrated knowledge and experience in teambuilding and teamwork.
- Must submit to and successfully complete background investigation.

SALARY: \$49,816 - \$72,758

POSITION OPEN UNTIL FILLED

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

Receptionist

Youth Development Program

DUTIES & RESPONSIBILITIES:

- Assist with planning and implementation of employment program, activities program, and sports programs.
- Assist with planning and coordinating staff and program travel.
- Answer phone system and directs calls as required.
- Manage and update accurate filing and storage systems in MYDP office, and online database.
- Excellent interpersonal, verbal, and written communication skills.
- Greet customers and direct them to appropriate staff member.
- Retrieve documents and files when requested.
- File documents and perform data entry.
- Light accounting duties.
- Keep office space clean and tidy.
- Administer proper money handling procedures.
- Type documents, reports, and correspondence.
- Perform general office clerk duties and errands.
- Provide excellent customer service.
- Refer youth and community to resources for personal counseling services as necessary.
- Provide community members with referrals to other community resources.
- Participate in youth program staff meetings and trainings.
- Promote problem solving and creative approaches to youth program challenges.

- Maintain and work collaboratively with other tribal departments, parents, community members, and program partners.
- Maintain confidentiality.

REQUIREMENTS:

- High school diploma or G.E.D required.
- One (1) year office experience.
- Must be able to work evenings and weekends as scheduled.
- Ability to utilize Microsoft Office Suite and Google Suite software programs.
- Ability to lift, carry, push and/or pull up to 25 lbs.
- Must have knowledge of or be willing to learn Meskwaki language and traditions.
- Must possess valid driver's license and be insurable.
- Must pass pre-employment drug screening.

SALARY: \$28,766 - \$37,398

POSITION OPEN UNTIL FILLED

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

Meskwaki Travel Plaza

WE'RE HIRING!

JOIN OUR TEAM

POSITIONS AVAILABLE:

- PT/FT CASHIER - 2ND & 3RD
- PT COOK - WEEKENDS

OPEN INTERVIEWS HELD EVERY THURSDAY FROM 1-3PM AT MESKWAKI, INC.

PH: (641) 484-9567 | WWW.MESKWAKIINC.COM
1496 HIGHWAY 30, TAMA, IA 52339

Are you awesome?

we're hiring.

EMPLOYMENT OPPORTUNITIES

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

- **Apprenticeship Director**
- Apprenticeship Program
- **Assistant Comptroller**
- Fiscal
- **Behavioral Health Director**
- Health - Behavioral Health Services
- **Certified Medical Assistant**
- Health
- **Certified Substance Abuse Counselor**
- Health - Behavioral Health Services
- **Chief of Police**
- Meskwaki Nation Police Department
- **Clerk of Tribal Court**
- Sac & Fox Tribal Court
- **Diabetes Educator**
- Health
- **Environmental Specialist Senior**
- Meskwaki Natural Resources
- **Gaming Commissioner**
- Sac & Fox Gaming Commission
- **HVAC Trainer**
- Apprenticeship Program
- **Legal Assistant (Part-time)**
- Attorney General
- **Mental Health Counselor**
- Health - Behavioral Health Services
- **MSS - Facilities Compliance Specialist**
- Meskwaki Settlement School
- **MSS - Food Service Worker**
- Meskwaki Settlement School
- **MSS - Math Teacher (MS/HS)**
- Meskwaki Settlement School
- **MSS - Meskwaki Language Teacher**
- Meskwaki Settlement School
- **MSS - Teacher Assoc.: Special Education**
- Meskwaki Settlement School
- **Police Officer**
- Meskwaki Nation Police Department
- **Registered Dietitian**
- Health - Diabetes Program
- **Social Worker**
- Family Services

NEW HIRES



KURT MARBLE
Housing Manager
Housing

My name is Kurt and I was hired as the Housing Manager. I am in charge of taking care of housing units and getting them ready to rent out for new tenants and getting units ready for annual inspections. I have been the owner of Marble Construction for 12 years. I have spent the last year doing apartment maintenance and management. I enjoy building my homestead and spending time with my family.

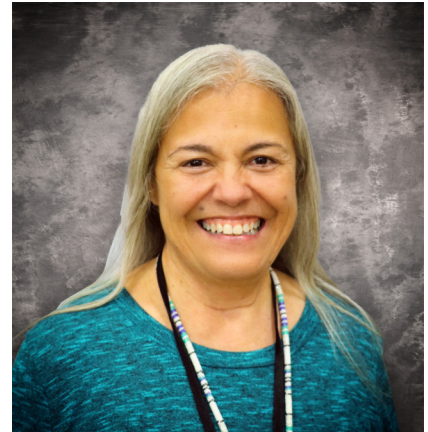
MADISON LENTZ, RDA (NOT PICTURED)
Dental Assistant - Meskwaki Health Clinic

Hello, my name is Madison but I do go by Madi. I've been hired as the Dental Assistant and will be helping out in sterilization and assisting the Dentist and Hygienist in procedures. Dental Assisting interested me because of all the different things you can do and to help the patient to be confident with their smile. I have previously worked as a CAN and Dietary Aid in a nursing home in Traer. I have a big family and am very family orientated. I am very excited to be a part of the team.



KRISTI SOUKSAENGANY, MALRT
Certified Medical Assistant
Meskwaki Health Clinic

Hi, I'm Kristi and I am a CMA at the Health Clinic, I will be the float and doing x-ray imaging. I am also a PRN employee at Doctors Now Walk-In Clinic and have been doing that for the last 10 years. I was previously at UnityPoint Family Medicine Clinic in Marshalltown before starting this new position. In my free time I coach swim and CrossFit for the Marshalltown YMCA.



JANE KEAHNA
Administrative Assistant
Sac and Fox Gaming Commission

Hi, my name is Jane Keahna and I started working as the Administrative Assistant for the Sac and Fox Gaming Commission a little while ago. It has been a pleasant change and I am learning new things that I find very interesting and the team here is just that—a GREAT TEAM to work with and learn from. There are many steps and definitely a process to my new position. After retiring from 30 years of nursing in 2018 (for 6 months) it was just too boring for me so I did find some purpose in substituting for the MSS school nurses and that kept me a little busy and being the afternoon receptionist for the Tribal Center also helped a little, but those 2+ years, I still felt I was too young to not work full-time, so here I am!

MNT

Meskwaki Nation Times

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

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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.



Sac & Fox Tribe of the Mississippi in Iowa

MESKWAKI NATION

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Web Edition

Percap Distributuion: Friday - 1/13 ARPA Distribtuion: Friday - 1/27



Seniors, join others for a bone dice! Next tournament will be January 16th at the Senior Center. Pictures and winners from the December holiday party and other bone dice FUN times from last month shown here.

