

# Drug Abuse Tribal Action Plan moves forward



**LANA CAUSLEY, DIRECTOR,  
UNIT II**

We held a very productive TAP (drug abuse Tribal Action Plan) meeting this past month. We have scheduled a two-day training for the end of the month with Fox Valley to come in to our advisor group and facilitate a comprehensive training to hold the focus groups and community forums we have scheduled to begin in February 2013. Many professional team members, board members on the advisory

group and the chairman will be taking part in the two-day training. The plan is to be out in the communities by February and begin to gain the input and recommendations from our members on their thoughts, experiences, expectations on identifying and prioritize challenges in each area.

I have committed to this project as my priority and have scheduled the first three focus groups with elders in my unit to start the process of the goals mentioned above. I will be accompanied by Director Hollowell and professional staff.

The dates are Hessel/DeTour/Drummond/Pickford elders at the regularly scheduled elders meeting on Feb. 18 at the Hessel Tribal Center. Newberry elders, Feb. 15 regularly scheduled meeting at Zella's Restaurant and Naubinway Feb. 27 at the scheduled elders' meeting at the pavilion.

For the elders in our area, please attend so that we can gather the input and advice from

you to move our project forward. At the Jan. 2 board of directors' meeting, I requested that we acquire a 24-hour, seven-day a week hotline at our tribal health centers for crisis situations. I shared the information with our advisory group and all agreed this is a priority result we can do now. The board awaits that information and hopefully this will be secured in the very near future.

The other priority in our unit is to secure health services in the DeTour/Drummond and other outlying areas. As printed and stated last report, the board passed a resolution to name an adhoc committee to identify and create a plan.

I'm happy to announce that we have scheduled our first meeting for Jan. 21, again the deadline for our health division and adhoc committee to have a plan secured and to be presented to the board is April 2013. I write all this each month so that this stays a priority in our agenda for services! Call your

reps who are on this committee as well, we are all committed to this.

Back two years ago, we began the wage grid study and identified team members who did not make the minimum for positions they were in and created a plan to be financially responsible and increase accordingly. We budgeted last year for a percent increase to team members, but did not have the total amount to bring all up to the minimum, so some only have seen part of the study increase. This past month we were able to complete our goal of the study and the remaining team members will be receiving the remaining increases to at least the minimum per their job description and the study. This was planned out over a two-year process to afford the increases, I'm sorry it took that long. Planning the dollars for the raises was a responsible thing and I'm happy that we have completed the wage study and made some team members a

much-deserved increase.

I have never been part of the board when we held any wind-fall of money so I don't promise the raises and all the political ploys, I'm simply grateful we did the study and responsibly planned for the increases that are well deserved and hope we will focus on the lower level team members wage increases for the future.

In closing, I would like to say miigwech again to all the women in our communities who made our children's Christmas parties so good. There are so many to name, and I hope I don't miss some — Lisa Burnside, Robyn Latour, Dorothy Currie, Mona Gugin, Barb Galer, Terry Woods, Joan Shaw, Dorothy and Rich Royer, Marylynn MacArthur, Lois Bryant, Shirley Kawalke, and, last but not least, Michelle Derusha. I heard that the party in Newberry was the event of the year, so thank you all. Our community members expressed to me their gratitude and you've made many families happy.