

NOVEMBER 2023
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The Menominee Tribe

WRITTEN BY
DAN BOIVIN

Posoh, aneq nap? This means “Hello, how are you?” in Menominee language, or as it’s traditionally spelled, om̐eqnomenēweqnæsewen. Menominee language is a subdivision of Algonquian, a grouping of languages spoken by indigenous peoples from the Great Lakes region, the southeast Canadian provinces, and parts of the east coast of North America. The language is listed as “Critically endangered” by the United Nations Educational, Scientific and Cultural Organization (UNESCO). Today very few members of the tribe still speak it as their first language. Fluent speakers preserve the language by teaching it to other tribal members and youth.

The Menominee Tribe resides in northeast Wisconsin on the Menominee Reservation. What used to be roughly 10 million acres spanning through central Wisconsin to what is now the Upper Peninsula of Michigan has been reduced to roughly 240,000 acres. Chief Oshkosh was paramount in the Menominee Tribe retaining what land they could in the mid-1800’s, bargaining to remain on the land rather than be moved West with many other tribes. Because of this, the Menominee are one of the few tribes still able to hunt, fish, farm, and live on the land they called home for centuries.

The Menominee Tribal Enterprise (MTE) is a tribal owned timber processing company based in Neopit. In 2018

MTE was contracted to provide the wood for the floors used in the 2019 Men's and Women's NCAA Final Four games. Menominee timber is also used in the practice courts for a well-known NBA team, the Milwaukee Bucks. While timber from Menominee land is of the highest quality and nationally sought after, production is strictly limited due to Tribe's sustainability efforts. When cutting trees for processing, MTE only logs one of the 20 mapped sectors of the reservation per year. They also only fell trees that are sick, dying, or inhibiting the growth of other trees around it. This ensures the land is never clear-cut into empty space, and that the oldest trees can remain healthy for many years to come.

Outside of language and business, there are many impressive landmarks on the Menominee Reservation. The land is flush with wildlife and timber, which includes 187 rivers and streams, and 53 lakes. Keshena Falls, Spirit Rock and the Woodland Bowl are some of the well-known landmarks. If you ever get the chance to drive Wisconsin state highway 47 from Keshena through Zoar, or 55 from Keshena to the northern border of the Reservation, you'll see plenty of beautiful unnamed water features and the vast forest that still to this day supports the Menominee people.

There is a legend of a man who asked the Great Spirit for eternal life and was turned to stone because of it. The greed angered them so much that it's said when the stone, known as Spirit Rock, crumbles to nothing, the tribe would be extinct. Today, no full-blooded Menominee remain. Spirit Rock has slowly deteriorated over the centuries and is hardly evident when visited today.

Being a proud member of the Menominee Tribe, I am honored to be able to share these bits of our history and culture. To learn more about the Menominee people and language, check out the resources below:


[Government Website](#)

[Government Website- Culture and Language](#)

[Origin Story- Audio in Menominee Language](#)



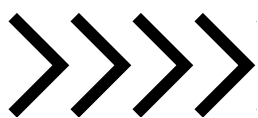
“As a proud
member of
the
Menominee
Tribe..”




MI

CPA


ADVANCING
DIVERSITY, EQUITY,
AND INCLUSION
AWARD



BRETT
KARHOFF!



On November 9, 2023, we were very proud to celebrate our very own Brett Karhoff at the MICPA CELEBRATE awards dinner! Surrounded by family and friends, Brett was the recipient of the Advancing Diversity, Equity, and Inclusion Award. It was truly a fun and engaging event, hosted by local television journalist Paula Tutman. Our Hungerford family showed up in force to honor Brett, filling two tables! Brett, humble as usual, gave a moving speech, bringing many to tears. He emphasized how proud he was of the journey the firm has been on for the past 7 years. We have made great strides, but there is still much work to be done. We all look forward to continuing to grow with Brett as our leader!



"One day you will tell your story of how you overcame what you went through, and it will be someone else's survival guide."

-BRENE BROWN

Hours before heading to London for my study abroad trip, I found myself in the ER going through emergency surgery. I suffered from a ruptured fallopian tube due to an ectopic pregnancy. I had so much internal bleeding that I had to have a blood transfusion the following day. It was one of the darkest days of my life and the beginning of a thirteen-year journey of infertility and loss.

According to the Center for Disease Control, approximately 1 in 5 women aged 15 to 49 with no prior births in the United States are unable to get pregnant after one year of trying. Additionally, about 1 in 4 women in this group have difficulty getting pregnant or carrying a pregnancy to term. Furthermore, in at least half of all cases of infertility, a major contributing cause is related to male factor infertility. For couples that are able to conceive, the Mayo Clinic notes that there is a 10% to 20% chance that the pregnancy will end in miscarriage, which is the sudden loss of a pregnancy before the 20th week.

Infertility awareness is recognized during the month of June, and October is pregnancy and infant loss awareness month. I wanted to write this article to shed light on an important topic that affects women, men, and families around the world. It is a suffering and loss that is very private and often hidden. Madison and Morgan from Neveraloneinfertility said it best, "Infertility and loss are tangled up in an isolating web of emotions, confusions, questions, heartache, and disappointment".

The most recent five years of my journey have been a rollercoaster of emotions, heartache, and constant loss: Two ectopic pregnancies and surgeries, endometrial cancer, three D&Cs, four biopsies, and the loss of six embryos. While my story is unique to me, women and their families experience losses you may never know about. It might be you, your wife, your sister, your daughter, your cousin, your friend, or your co-worker. The emotional toll of infertility and pregnancy and infant loss is all consuming. In relation to infertility, the exhaustion that comes from all of the planning, appointments, timing, medications, hormones, and the financial burden due to the lack of recognition by our health care/insurance industry that infertility is considered a medical condition is at times unbearable. During this process, life is unpredictable and yet planned out at the same time. Jennifer Edmonds from Element Yogam Pilates + Meditation shared this diagram which shows a little bit more about the extra steps it takes to conceive when couples are unable to naturally.

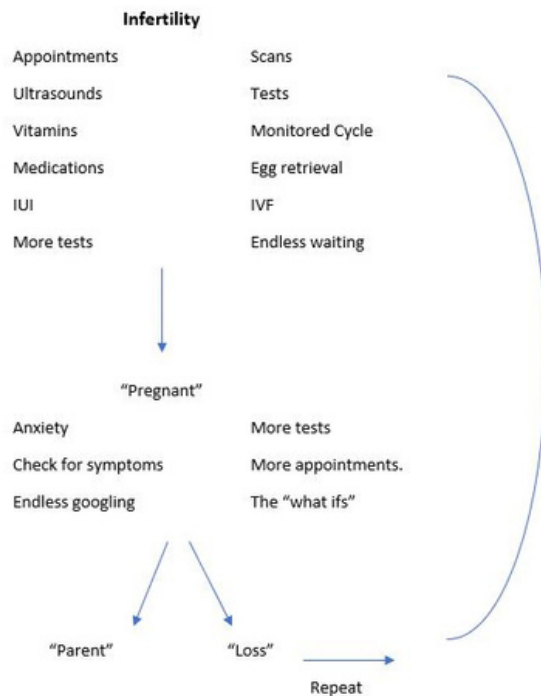
Most People

"Pregnant"



"Parent"





How to comfort during times of loss and infertility:

There is no perfect way to comfort someone going through infertility and pregnancy or infant loss. Most times, less is more. There is a great episode of Never Alone by Morgan & Madison from Neveraloneinfertility, titled How to Support Someone Going Through Infertility. If you know someone experiencing infertility, I highly recommend listening to this episode. Below is a brief summary:

- Just listen (refrain from offering advice, suggestions, opinions; solutions are not needed),
- Validate their feelings and emotions,
- Check in without expectations or expecting details or updates,
- Don't bombard with questions about the process,
- Don't be afraid to share the good news of your pregnancy if someone else is experiencing infertility, just recognize it may be emotional for them, but they are still very happy for you.

Some people are open to sharing their journey, while others may not be. Here are a few questions or statements that are recommended to avoid:

- Ask how the process works (unless you are in the process/cycle of infertility and desire sharing with someone else who may be able to relate),
- Have you tried... (fill in the blank),
- Don't worry, it will happen for you,
- It will happen when you least expect it,
- Everything is going to work out; it will all be ok,
- Just relax, or maybe you need to reduce your stress,
- My friend went through fertility treatments, and they were able to get pregnant,
- Have you thought about adoption?

A few of my favorite podcasts related to infertility are:

[Tara Lipinski- Unexpecting](#)
[Never Alone- Infertility](#)

"The challenging invitation is to trust even in the darkness."

While the past thirteen years have been filled with infertility and loss, our family has experienced God's protection, comfort, and grace. It was devastating and scary to go through my first ectopic pregnancy, but I find comfort in knowing that it was only hours before I was on a plane over the Atlantic Ocean...had I been and experienced the ruptured fallopian tube, I am not sure I would be writing this article today. We have experienced many other glimpses of hope and continue to trust in God's perfect plan for our lives. For everyone that has experienced a loss or is on their own infertility journey, my heart goes out to you, and I pray that you find peace and hope amidst the storm.

There are many great resources out there for couples. Find your community and let them come alongside you.

"We must accept finite disappointment, but never lose infinite hope."

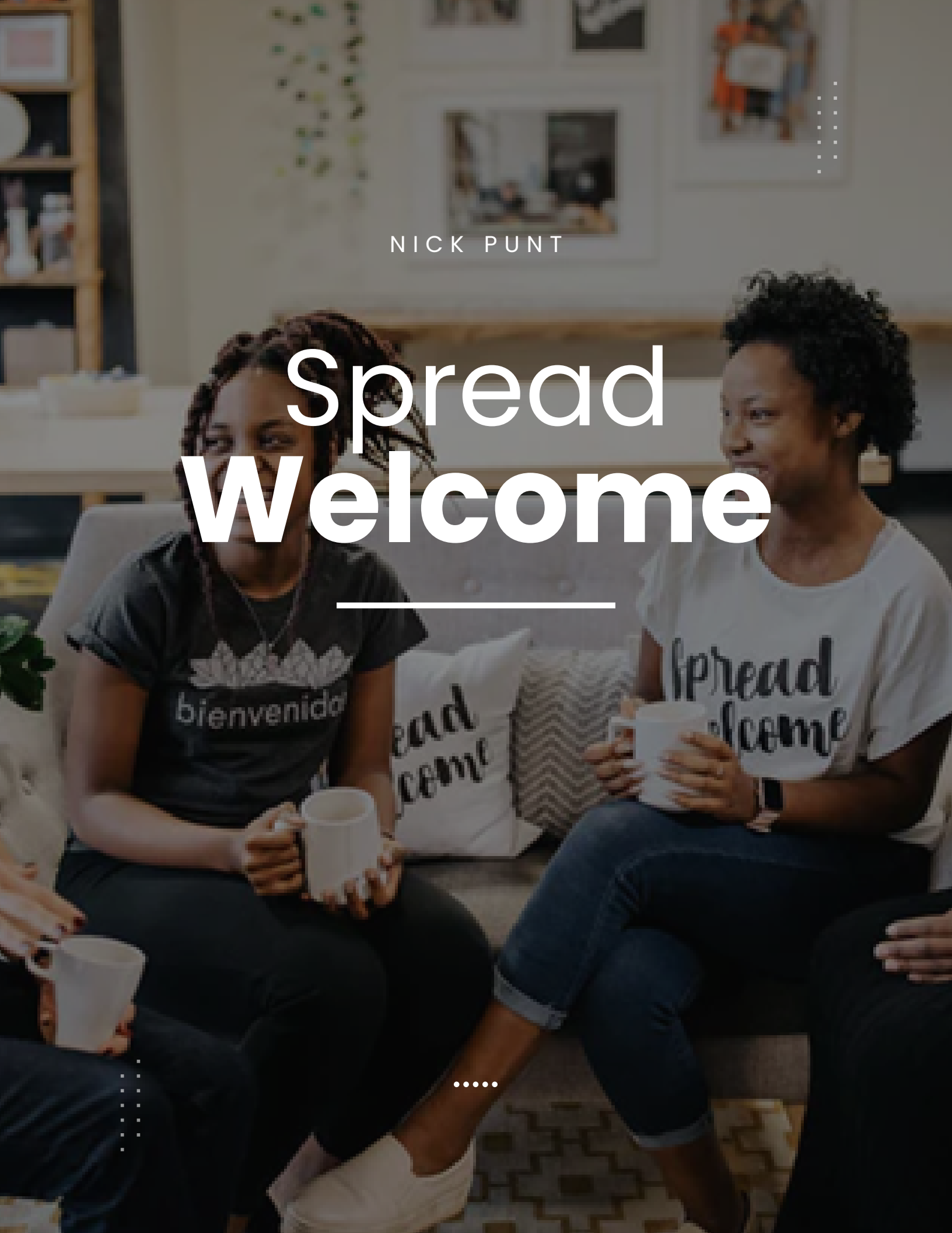


Governor Whitmer Makes Appointments to
the First-Ever Statewide LGBTQ+ Commission

Governor Whitmer Proclaims August 26 as Women's Equality Day

Hungerford earns the **"Invests in Diversity"** badge from
Davenport University for:

- A leadership-driven or strategic DE&I program
- Actionable tactics, training, or KPIs that drive diversity within your organization
- Statements on your website and a clear understanding of promoting diversity and training that supports employee retention, attraction, and immersion



NICK PUNT

Spread Welcome

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In 2019, my wife Abby had an opportunity to join a small but growing organization called Treetops Collective, and not long after, I joined the finance committee, offering my skills as a CPA. Treetops Collective was established with the objective of assisting New American (primarily refugee) women and teens in establishing themselves in West Michigan and ensuring their prosperity for generations to come. They recognized the increasing need to support these new Americans in making West Michigan their new home by addressing the many barriers they face to moving from survival to flourishing. This is summed up in their tag line "Spread Welcome."

Treetops is just one of the many organizations, local communities, and dedicated individuals collaborating to provide safety, support, and a fresh start to those seeking refuge in West Michigan. I'd like to share some of the insights I've gained since being involved with this organization.

What is a refugee?

A refugee is a person who has been forced to flee their home country because of a well-founded fear of persecution, violence, conflict, or other serious threats to their safety or basic human rights. These threats can be based on factors such as their race, religion, nationality, political opinion, or membership in a particular social group. Refugees often seek protection in another country and are unable or unwilling to return to their home country due to the risks they face.

The narratives and situations experienced by refugees are incredibly diverse. Those who are resettled in the United States originate from various countries. According to Bethany Christian Services, a resettlement agency in West Michigan, the primary five countries of origin for refugees who have come through their resettlement program are the Democratic Republic of the Congo, Afghanistan, Burma, Syria, and Bhutan.

What is the process of resettlement?

Refugee resettlement in the United States is a complex and multi-step process that involves several government agencies, nonprofit organizations, and various screening and vetting procedures. This process often takes years. For newest neighbors in West Michigan, this often means that they have spent decades of their life living in limbo between the home they had to flee and the new home they will be assigned through the resettlement process. According to the UNHCR, only 1% of the people in the world who have refugee status get resettled each year.

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Where do they get resettled?

Michigan is near the top of the list of states for the number of refugees being resettled. Over the past 10 years, the states that have received the most refugees have been Texas (44,000), California (40,000), New York (27,000), and Michigan (23,000).

The U.S. Department of State matches eligible refugees to organizations like Bethany Christian Services and Samaritas (the two main resettlement agencies in West Michigan) based on key factors such as availability of affordable housing and other community restraints, like access to employment.

What are the challenges refugees face while making West Michigan home?

There are many things that can make rebuilding life after a forced migration difficult, but the following are some of the most persistent barriers the team at Treetops encounters as they walk alongside women, teen girls, and families.

Language Barriers:

Moving to a new place is already challenging, but when you are entering a community where most people speak a language that you don't, not only are you likely to feel very alone, but you will face challenges at every turn as you move through life. Something as "simple" as a trip to the grocery store can cause confusion, anxiety, and embarrassment. Many refugees speak multiple languages but not being able to communicate in English can make it very difficult for their voices and experiences to be recognized in West Michigan.

Economic Challenges:

If you're like me, you may assume that since the U.S. government is bringing refugees into the country, the government helps ensure that refugees have a strong economic foundation upon which to rebuild their lives. This just isn't the case. Most refugees arrive with very little in terms of economic resources and only receive very basic needs and support (housing and enrollment in applicable government programs) in the first 90 days. Afterward, they are on their own to cover all of their expenses, often on entry-level wages at local factories.

Trauma and Mental Health:

Refugees may have experienced trauma in their home countries or during the resettlement process. Trauma can impact their ability to secure or maintain employment, rebuild community connections, or set and pursue goals for themselves. Access to mental health care is both essential and far too difficult for most due to language barriers, cultural stigma, and lack of availability of services.

Housing:

Finding and maintaining affordable and safe housing can be a significant challenge for refugees, especially in light of the current housing shortages in West Michigan. Landlords are often reluctant to rent to newcomers due to lack of credit and rental histories in the U.S. The rate of refugees facing housing insecurity is on the rise, and housing has become a limiting factor for resettlement to West Michigan



Transportation:

Refugees may find it difficult to find access to reliable transportation, and many rely on public transportation until they are able to pass a driver's test and afford a reliable vehicle for transportation. In West Michigan, the lack of robust public transportation systems can severely limit someone's access to social and economic opportunities.

Healthcare:

Navigating the U.S. healthcare system – from understanding insurance options to finding a doctor – is incredibly challenging, especially when someone's previous healthcare experiences have been in systems that operate much differently than our own.

Where does Treetops Collective fit into this process?

Treetops Collective plays a crucial role in the broader context of supporting refugees in West Michigan, especially in the period beyond the initial resettlement process. While organizations like Bethany Christian Services or Samaritas focus on the immediate resettlement needs of refugees, Treetops Collective takes a long-term approach, offering programs that support refugees in the years following their resettlement. Their needs move beyond the basic human needs to empowering newcomers to make West Michigan a place where they experience a sense of belonging.

The main program organized by Treetops Collective, Concentric, focuses on the personal growth and leadership development of New American leaders in the West Michigan community. This program invests – financially and through professional development – in women who are leaders in their specific language communities and want to help others along with their journeys to make this place home. Each Concentric leader completes training with a cohort of peers and coaches seven women from her language group through a curriculum designed to demystify U.S. systems and empower Concentric program members to set and pursue their personal goals for belonging.

Each Concentric member is also matched with a Cross-Cultural Partner, a local woman who is willing to commit to an intentional friendship with a new neighbor. In doing so, Treetops Collective effectively multiplies the network of support for New Americans who are arriving in the West Michigan area. By investing in the leadership and growth of New American leaders, the organization is not only helping them integrate and thrive but also creating a sustainable and welcoming community for newcomers beyond the initial resettlement period. This approach acknowledges that long-term success requires a long-term community investment.

New Americans bring so much to West Michigan, and deserve access to the many resources our community has to offer. Concentric is bridging the gap to opportunity for over 100 women and teens each year while building up the next generation of leaders to catalyze lasting change for years to come.

Want to learn more?

Check out their website <https://treetopscollective.org/> to learn more about all of their programs, reserve their event space for your next meeting, read their blog, or find ways to support the work that is meaningful to you.

You can also find volunteer opportunities. They have one-time volunteering options for childcare and transportation needs as well as longer-term options like becoming a Cross-Cultural Partner.

They also have a social enterprise which helps support the work of Treetops. They sell home goods and apparel, including their signature Welcome Wear, which is a clothing collection that has the Treetops logo and the word "Welcome" in various languages. This is a great place to shop for any holiday gifts you need this season!



2023

MONTHLY PLANNER

SUN	MON	TUE	WED	THU	FRI	SAT
					1 WORLD AIDS DAY	2
3 INTERNATIONAL DAY OF PERSONS WITH DISABILITIES	4	5 INTERNATIONAL VOLUNTEER DAY	6	7 HANUKKAH BEGINS AT SUNSET (JEWISH)	8	9 INTERNATIONAL GENOCIDE PREVENTION DAY
10 INTERNATIONAL HUMAN RIGHTS DAY	11	12	13	14	15 HANUKKAH ENDS AT SUNSET (JEWISH)	16
17	18	19	20	21 YULE WINTER SOLSTICE (PAGAN)	22	23
24	25 CHRISTMAS (CHRISTIAN)	26 BOXING DAY AND KWANZAA WEEK	27	28	29	30
31 NEW YEAR'S EVE						

NOTES

HIV/AIDS AWARENESS MONTH
UNIVERSAL HUMAN RIGHTS MONTH

JANUARY ²⁰²⁴ *Planner*

SUN	MON	TUE	WED	THU	FRI	SAT
	1 GLOBAL GATHERING @ GARFIELD PARK	2	3	4 WORLD BRAILLE DAY	5	6
7 COPTIC ORTHODOX CHRISTMAS	8	9	10	11	12	13
14	15 MLK DAY @ THE HOLLAND MUSEUM	16	17	18	19	20
21 WORLD RELIGION DAY	22	23	24 INTERNATIONAL DAY OF EDUCATION	25 MAHAYANA NEW YEAR (BUDDHIST)	26 INTERNATIONAL CUSTOMS DAY	27 INTERNATIONAL HOLOCAUST REMEMBRANCE DAY
28	29	30	31			

POVERTY IN AMERICA AWARENESS MONTH
SLAVERY AND HUMAN TRAFFICKING AWARENESS MONTH
NATIONAL MENTORING MONTH

<https://www.experiencegr.com/events>
<https://www.holland.org/events>
<https://www.stjoetoday.com/events>
<https://www.visitmuskegon.org/events/>